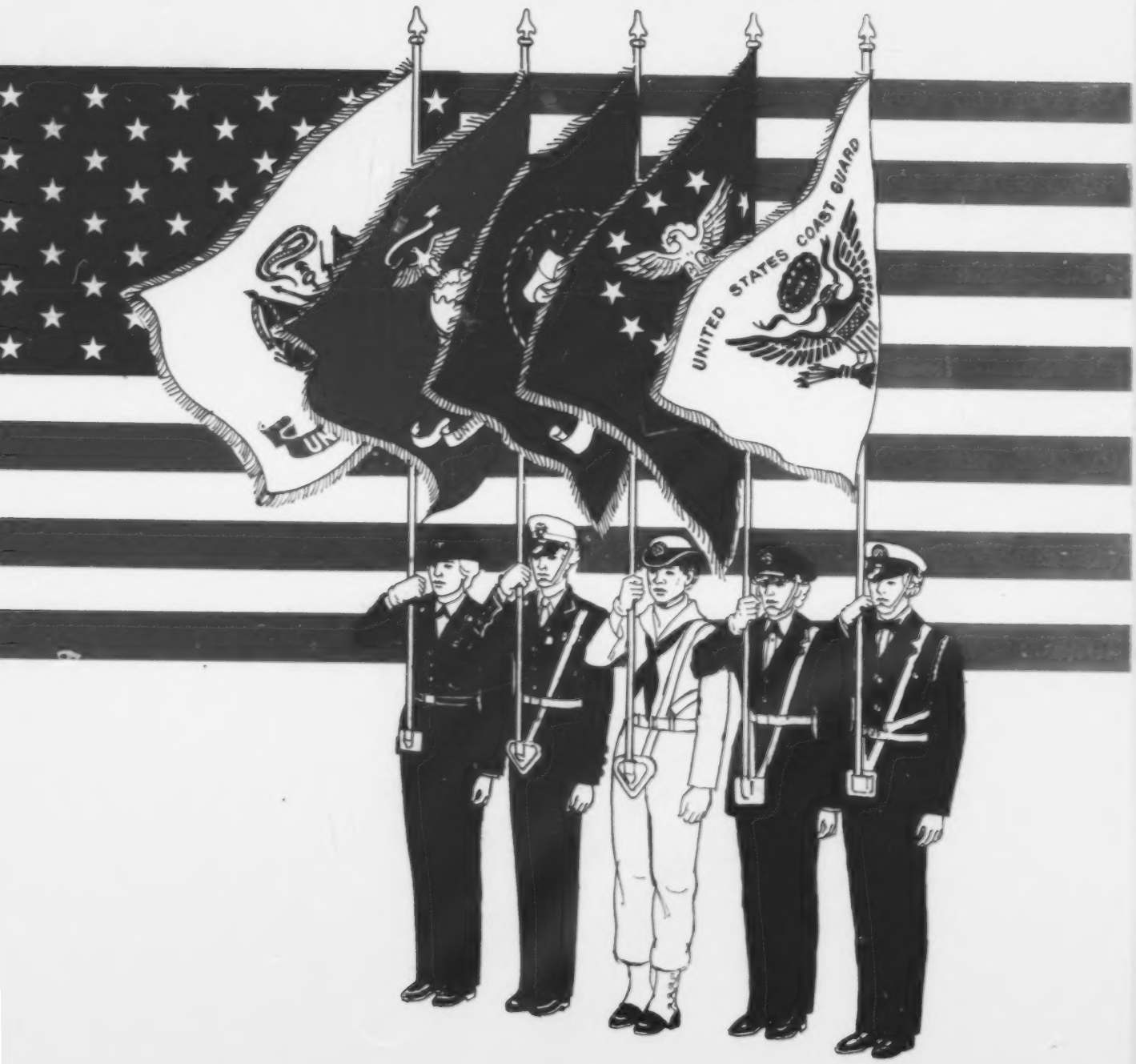
989

MILITARY WOMEN

IN THE DEPARTMENT OF DEFENSE



OFFICE OF THE SECRETARY OF DEFENSE

D1.90:

Military Women

IN THE DEPARTMENT OF DEFENSE

VOLUME VII

JULY 1989

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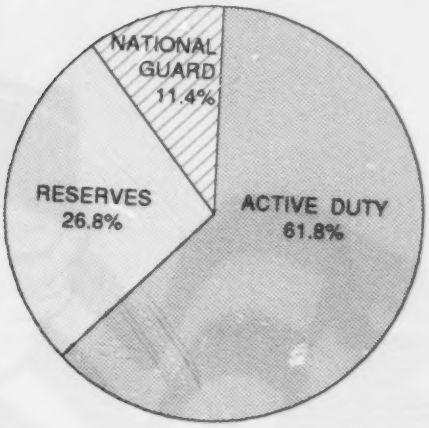
PREFACE

Women are recognized today for the important contributions which they make to national defense. Women serve in all capacities except those prohibited by legislation or associated Service policies. This has not always been the case. In 1972 women comprised less than 2 percent of active duty personnel and less than 5 percent of the National Guard and Reserve. Those who served, did so in "traditional" capacities, (e.g. administration and medicine). Today, women constitute over 10 percent of the active component and over 11% of the National Guard and Reserve. They serve in many career fields which historically have been staffed exclusively by men (e.g. operations, intelligence and maintenance).

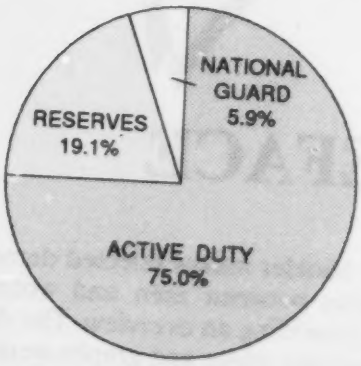
The purpose of this publication is to provide current data on the status of women in all components of the Armed Forces.

This booklet makes selected demographic comparisons between men and women as a means of providing an overview. The data used to construct the tables and graphs were generated (in most cases) by the Defense Manpower Data Center. Please refer questions or comments concerning the results portrayed for active duty women to OASD(FM&P) MM&PP/ O&EPM, The Pentagon, Washington, D.C. 20301-4000. Questions or comments concerning National Guard and Reserve women should be addressed to OASD(RA) GR/M&P, The Pentagon, Washington, D.C. 20301-1500. Additional copies may be obtained through the Government Printing Office.

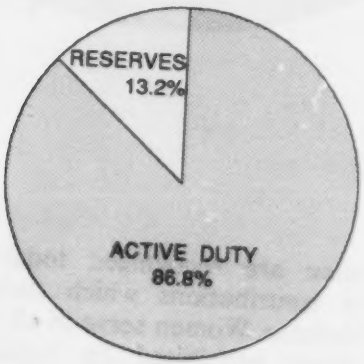
DEPARTMENT OF DEFENSE
TOTAL FORCE MIX OF MILITARY WOMEN
FISCAL YEAR 198ε



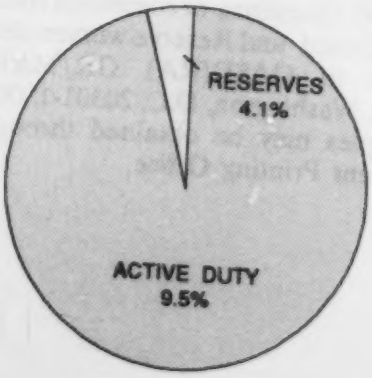
TOTAL ARMY WOMEN



TOTAL NAVY WOMEN



TOTAL MARINE CORPS WOMEN



TOTAL AIR FORCE WOMEN

INTRODUCTION

Military women are performing their duty requirements with the same professional competence displayed by military men. Although this has been widely recognized for many years, only within the past decade have women been permanently integrated within the active/reserve personnel inventories. The catalysts which motivated integration and expansion of the role of women in the military exist in law. The passage of Public Law 90-130, which repealed the ceiling on women, the creation of the all-volunteer forces, and the enactment of the Defense Officer Personnel Management Act (DOPMA), which repealed long standing provisions of law containing unwarranted distinctions with respect to Defense policy on the utilization of women in military service. This policy, restated by the Secretary of Defense in a memorandum to Secretaries of the Military Departments, dated July 19, 1983, calls for full utilization of women consistent with existing combat exclusion laws and related policy.

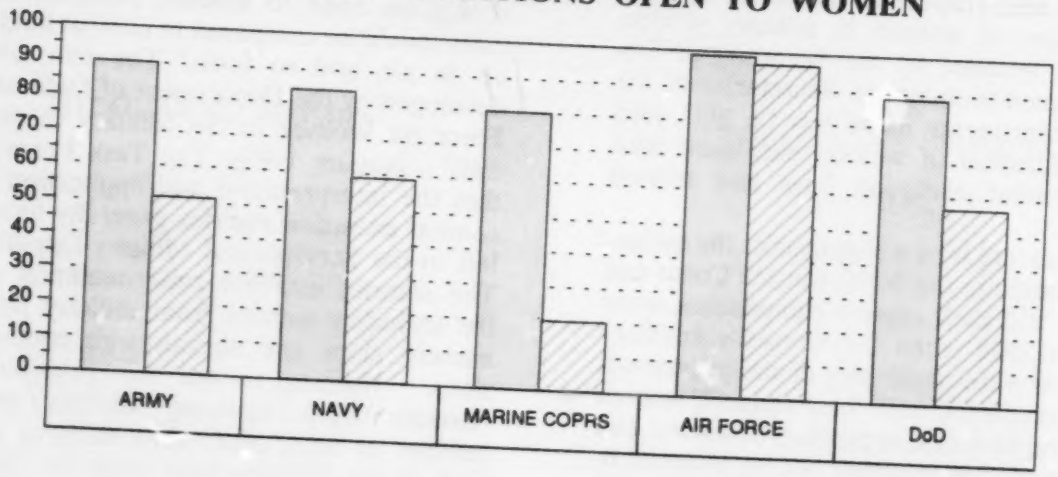
The current laws which restrict the assignment of women in the Navy, Marine Corps and Air Force, and their reserve components, were enacted in 1948 when the women's auxiliary components were made part of the permanent military structure. Under these statutes, women in the Navy, Marine Corps, Naval Reserve and Marine Corps Reserve may not be assigned to duty on ships or in aircraft that are engaged in combat missions, nor may they be assigned to other than temporary duty on vessels for the Navy except hospital ships, transports, and vessels of similar classification not expected to be assigned to combat missions. Similarly, Air Force women on active duty or serving in the Air National Guard and the Air Force Reserve, except those in designated medical, chaplain and judge advocate functions, may not be assigned to duty on aircraft engaged in combat missions. There are no statutory restrictions on the utilization of Army women or women of the Army National Guard or Army Reserve in combat. However, Army Department policy parallels the statutes, and restricts women from assignment to those skills and positions which, through doctrine, mission, or battlefield location, invite the highest probability of direct combat action.

Additional opportunities became available to military women in 1988 when the Department of Defense (DoD) adopted a standard interpretation (DoD Risk Rule) of the combat exclusion laws. The DoD Risk Rule states, "Risks of direct combat, exposure to hostile fire, or capture are proper criteria for closing noncombat positions or units to women, when the type, degree, and duration of such risks are equal to or greater than the combat units with which they are normally associated within a given theater of operations. If the risk of noncombat units or positions is less than comparable to land, air, or sea combat units with which they are associated, then they should be open to women. Noncombat land units should be compared to combat land units, air to air, and so forth." The risk rule was developed by the Department of Defense Task Force on Women in the Military (September 1987 - January 1988). The Task Force found that the interpretation and application of the combat exclusion statutes generally have been left to the Services and Military Departments. The statutes establish only minimum criteria for excluding women from military positions; namely, ships and aircraft with combat missions. Nothing in the law prohibited the Services from applying combat exclusion policies to units other than ships or aircraft, and all the Services have done so. The Task Force had several problems with the earlier "risk" interpretation of the law. First, it led to exclusion of women from noncombat positions or units that are not explicitly covered by the language of the statutes, thereby making such exclusions somewhat broader than the narrowest reading of the Secretary of Defense guidance. Second, since each Service had different risk thresholds, it led to inconsistent exclusions from one Service to another; that is, similar positions or units in two or more Services that are open in one Service but closed in another. The new risk rule has become the norm for the Military Departments to review and evaluate noncombat support units and positions from which women are excluded. The Military Departments were directed to open those units and positions to

women where the determination of "risk" was less than that of associated units within a given theater of operations. More than 24,000 additional positions have been opened to women under the risk rule.

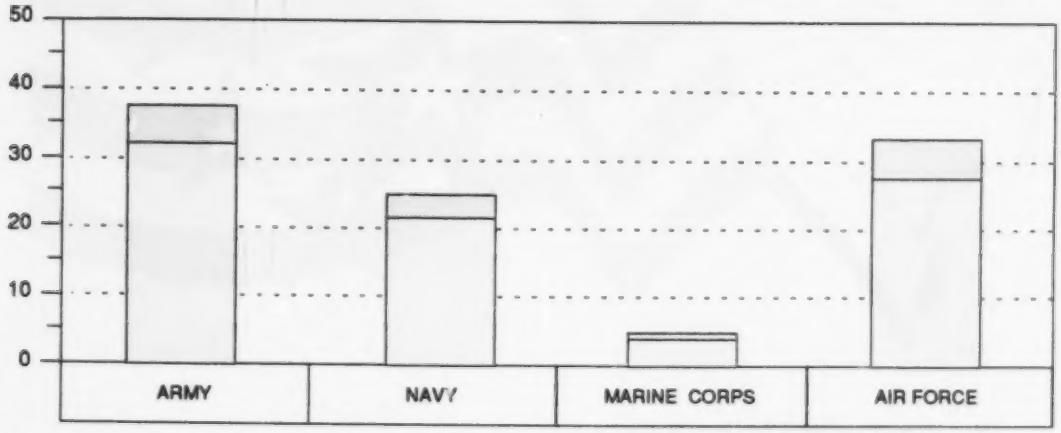
The results of our personnel utilization policies are translated into skills and positions open to women as shown on the following pages. The differences among the components reflect the impact of combat exclusion restrictions and the differing component missions. As can be seen, skills open to women range from over 99 percent in the Air Force to 80 percent in the Marine Corps. Actual positions open to women range from more than 97 percent in the Air Force to only 20 percent in the Marine Corps. In the Army and Navy, women may be assigned to approximately 90 percent of skills and more than half of the positions in those components. For the total Department of Defense, over 88 percent of the skills and more than 56 percent of the positions are open to women.

OFFICER AND ENLISTED CAREER OPPORTUNITIES
SKILLS AND POSITIONS OPEN TO WOMEN

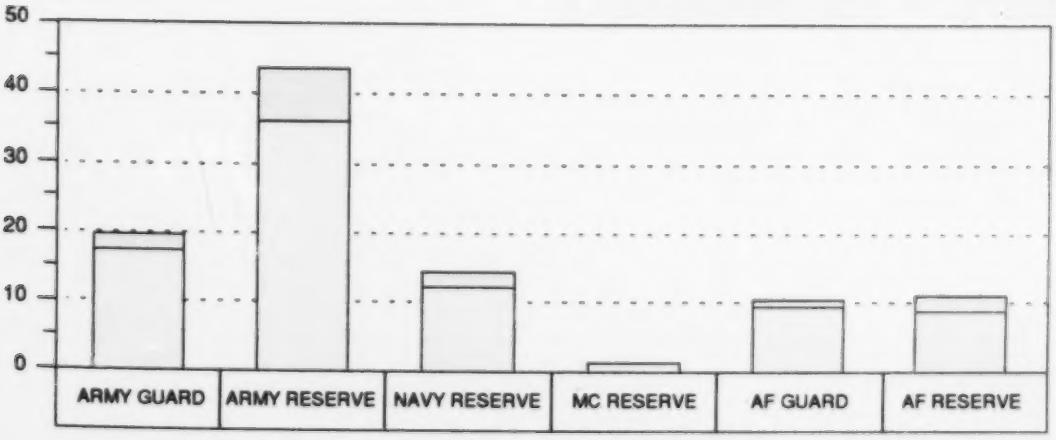


PERCENT DISTRIBUTION OF WOMEN BY EACH SERVICE

These charts reflect the distribution of the total number of women on active duty and in the reserve components respectively as of September 30, 1988. The data is presented by officer and enlisted serving in the four active and six reserve components of the Department of Defense. As can be seen, on the active side the Army has the highest number of women with approximately 38 percent of the total, while the Air Force has the highest percentage of women officers. Within the reserve components, the Army Reserve has the highest percentage of women with approximately 44 percent of the total women.



SELECTED RESERVE PERCENT DISTRIBUTION OF WOMEN BY EACH COMPONENT



☐ OFFICER
☐ ENLISTED

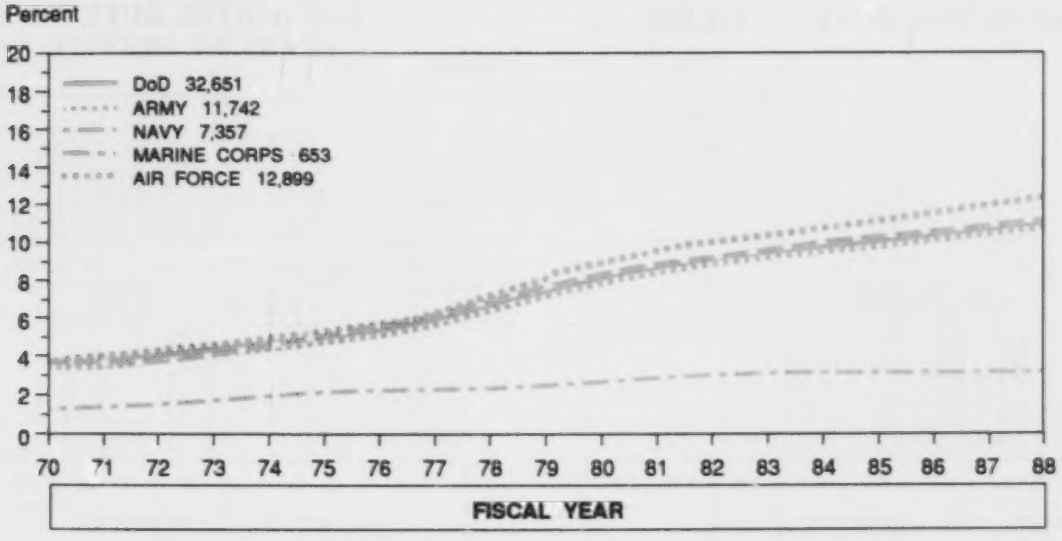
SECTION I

OFFICER
(Comissioned and Warrant)

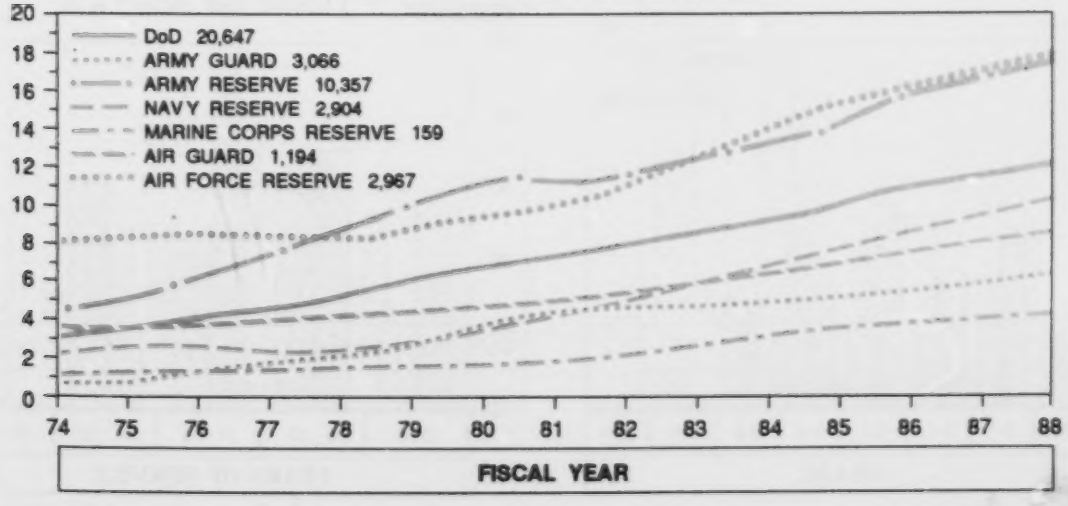
WOMEN AS A PERCENT OF OFFICER END STRENGTH

Prior to the passage of Public Law 90-130, signed on November 8, 1967, the total number of military women was restricted to a maximum of 2 percent of each Service. With the removal of this ceiling, and the transition to an all volunteer force in 1973, the participation rate of women increased steadily. The following charts depict the current percentages of women officers, and provides projections for each active and reserve component.

WOMEN AS PERCENTAGE OF ACTIVE DUTY OFFICER END STRENGTHS



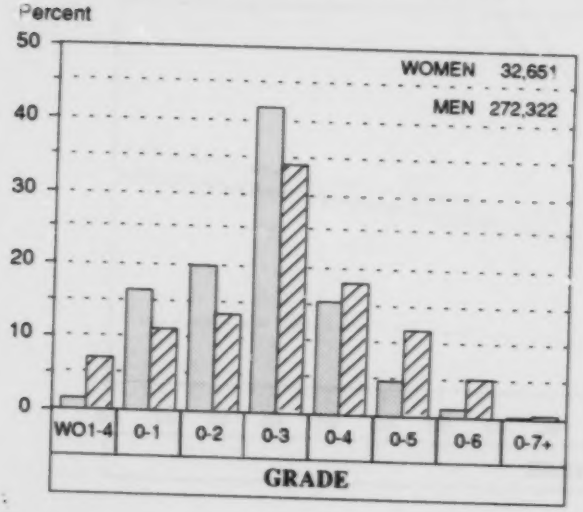
WOMEN AS PERCENTAGE OF SELECTED RESERVE OFFICER END STRENGTHS



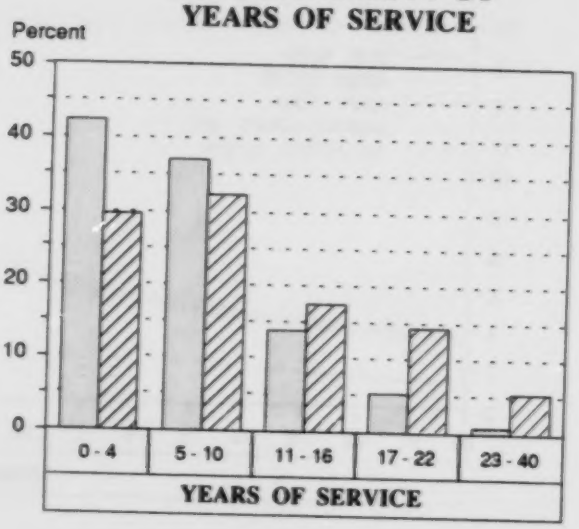
OFFICER DISTRIBUTION BY GRADE & YEARS OF SERVICE SEPTEMBER 1988

When comparing grade distribution between male and female officers, remember that women began to enter the military in increasing numbers only since 1973. In the military, advancement is a function of time as well as ability. Thus, there will be disparity in grade distribution between male and female officers until the increased female population matures through the force.

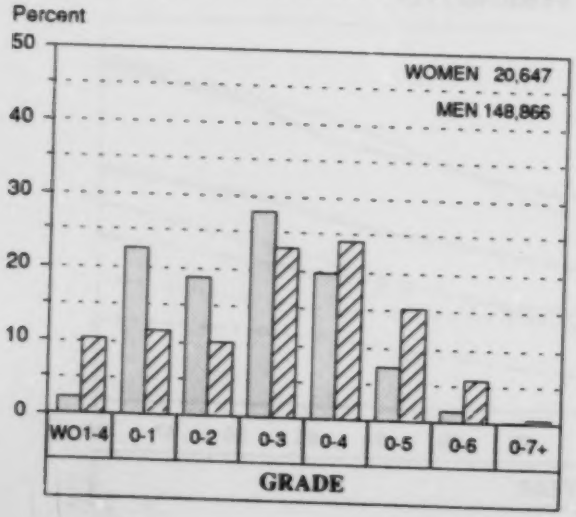
DoD ACTIVE DUTY BY GRADE



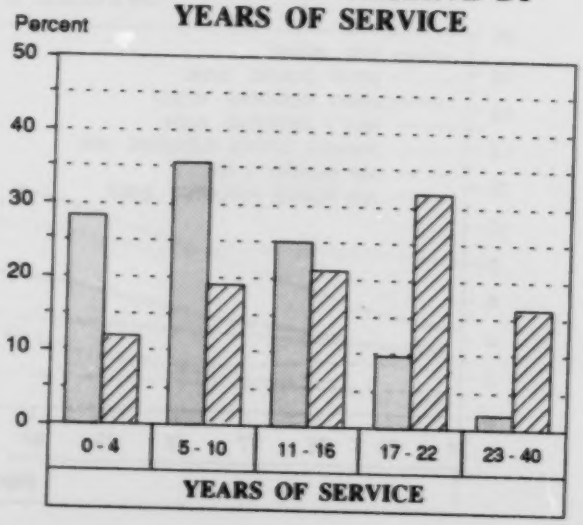
DoD ACTIVE DUTY BY YEARS OF SERVICE



DoD SELECTED RESERVE BY GRADE



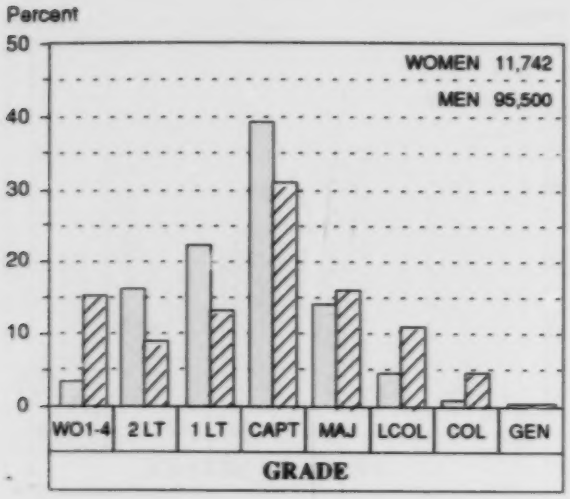
DoD SELECTED RESERVE BY YEARS OF SERVICE



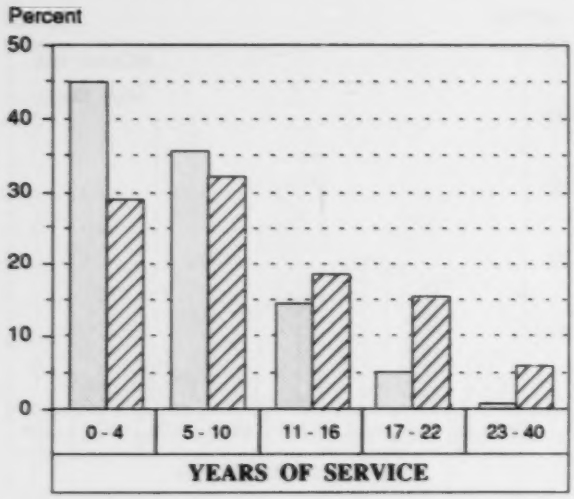
WOMEN
MEN

ACTIVE DUTY OFFICER DISTRIBUTION

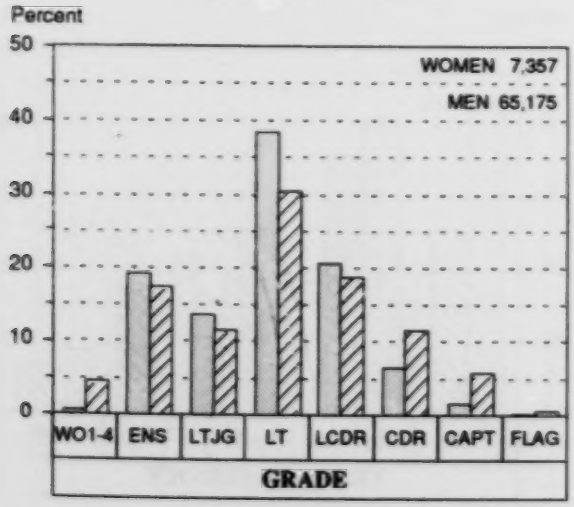
ARMY BY GRADE



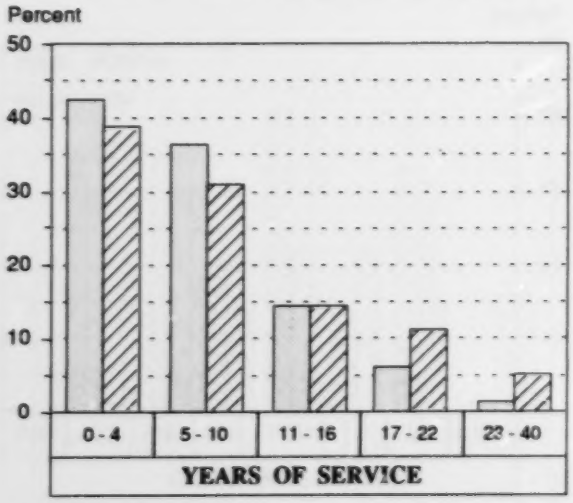
ARMY BY YEARS OF SERVICE



NAVY BY GRADE



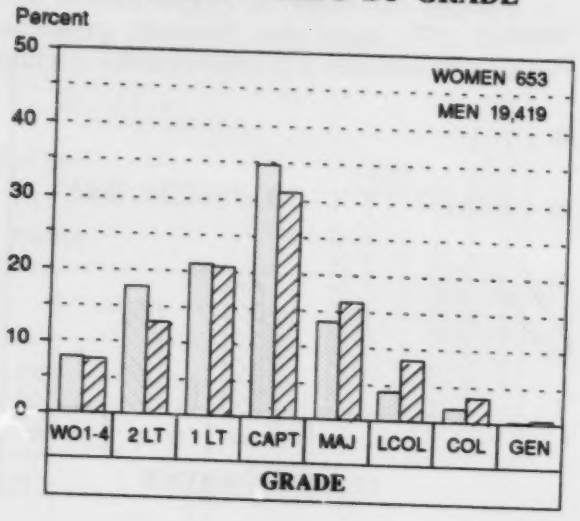
NAVY BY YEARS OF SERVICE



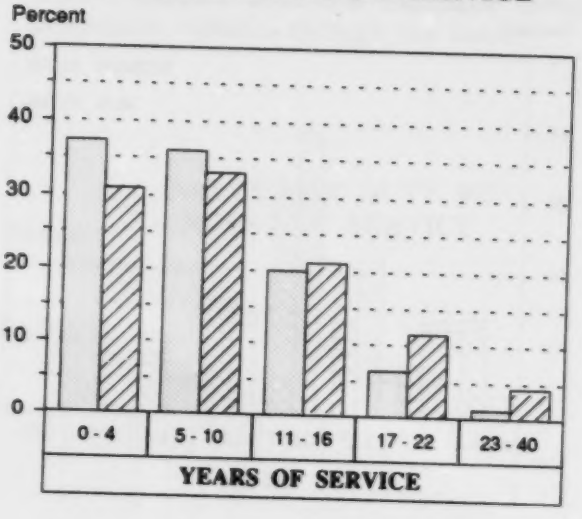
WOMEN
MEN

ACTIVE DUTY OFFICER DISTRIBUTION

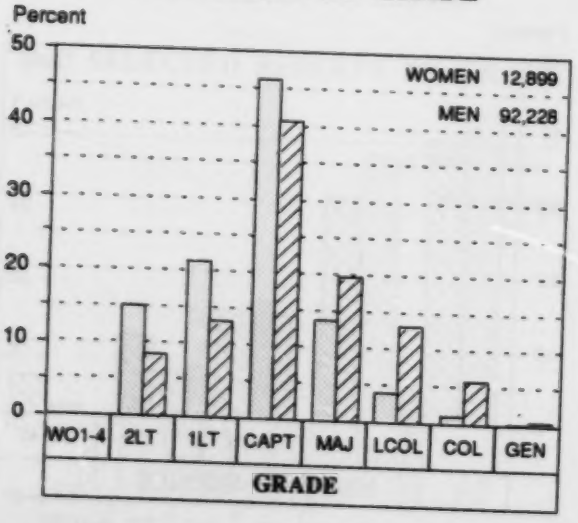
MARINE CORPS BY GRADE



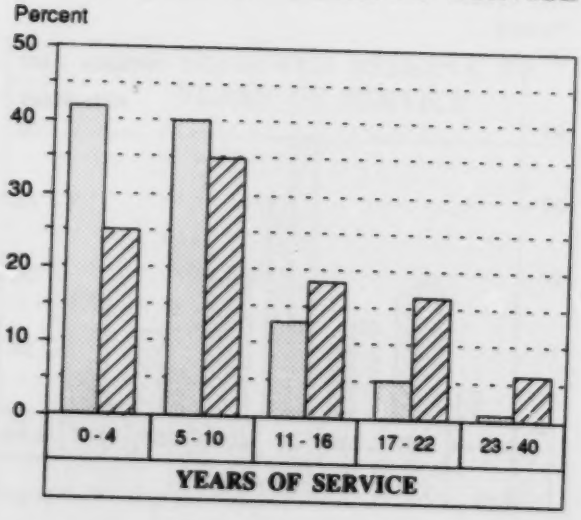
MARINE CORPS BY SERVICE



AIR FORCE BY GRADE



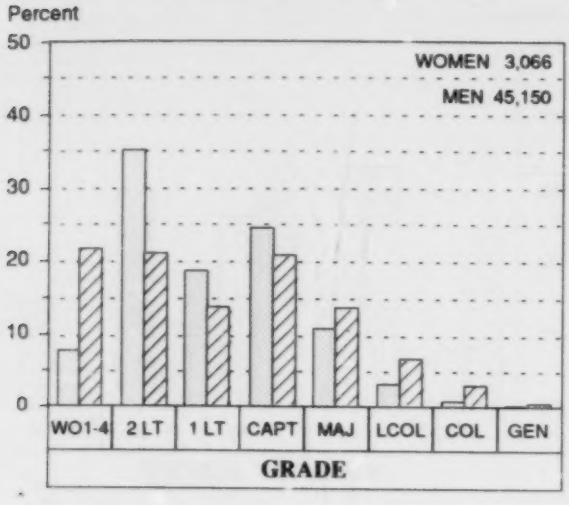
AIR FORCE BY YEARS OF SERVICE



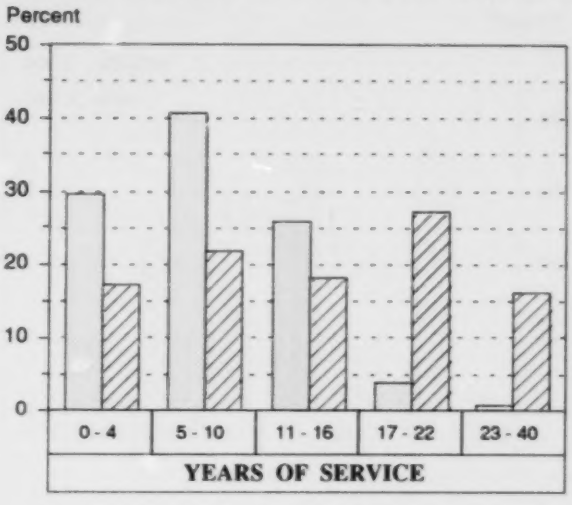
☐ WOMEN
▨ MEN

SELECTED RESERVE OFFICER DISTRIBUTION

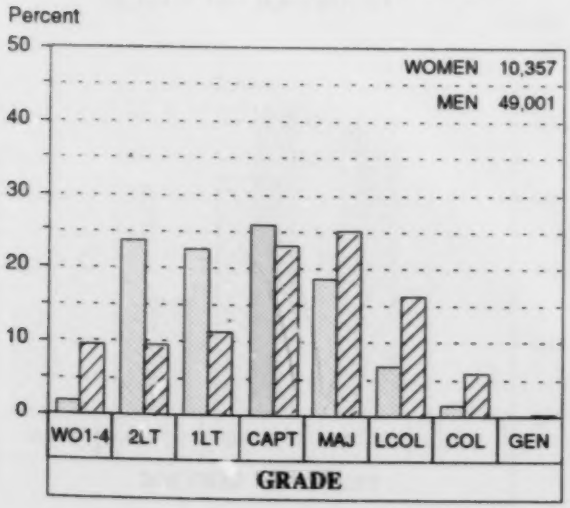
ARMY GUARD BY GRADE



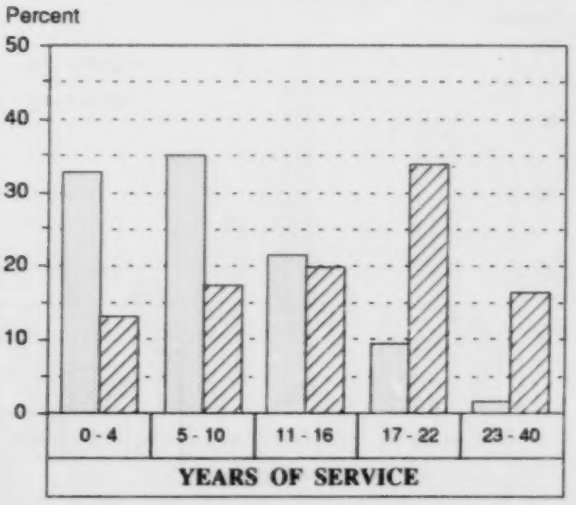
ARMY GUARD BY YEARS OF SERVICE



ARMY RESERVE BY GRADE



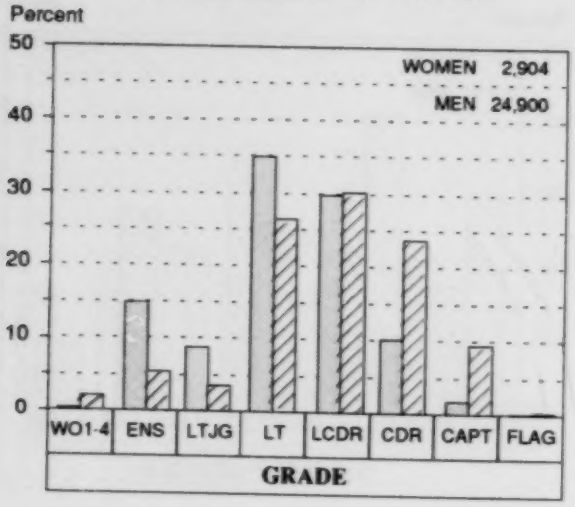
ARMY RESERVE BY YEARS OF SERVICE



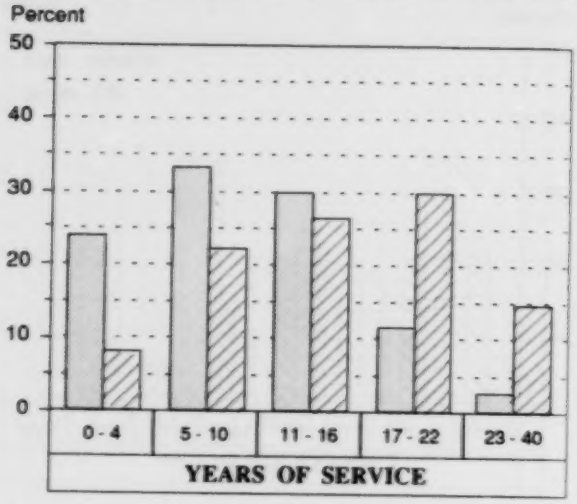
WOMEN ☐
MEN ▨

SELECTED RESERVE OFFICER DISTRIBUTION

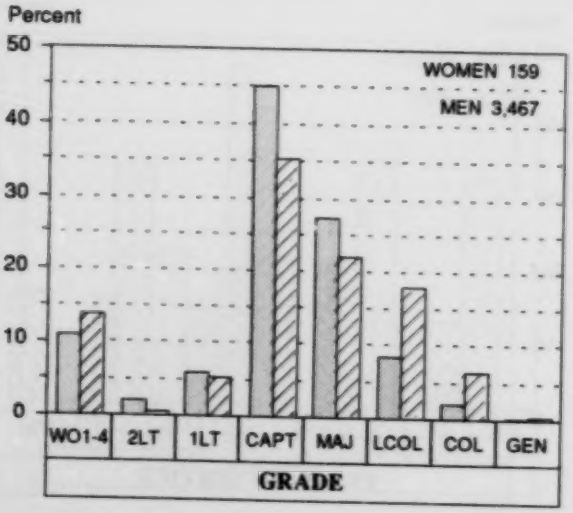
NAVY RESERVE BY GRADE



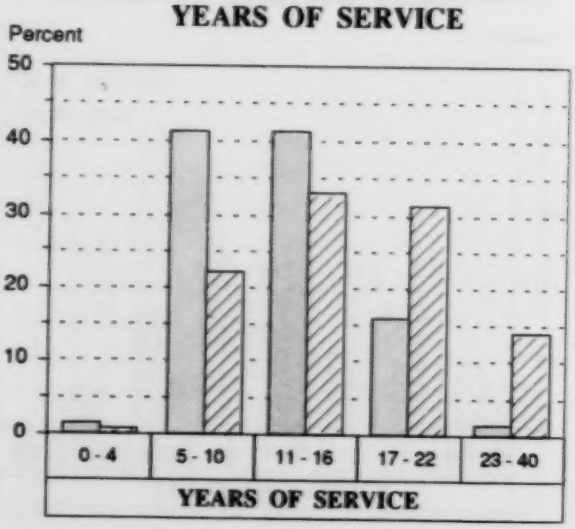
NAVY RESERVE BY YEARS OF SERVICE



MARINE CORPS RESERVE BY GRADE



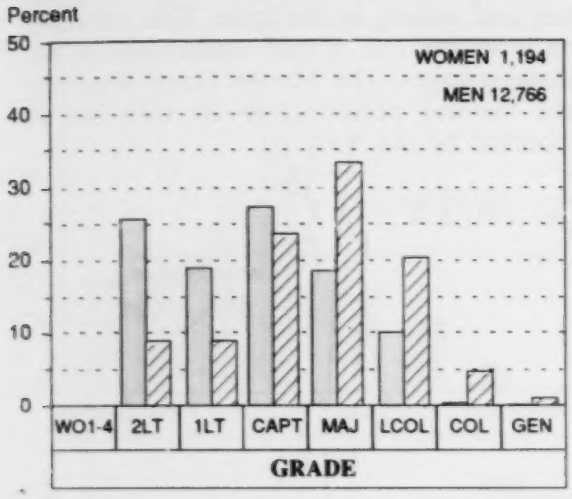
MARINE CORPS RESERVE BY YEARS OF SERVICE



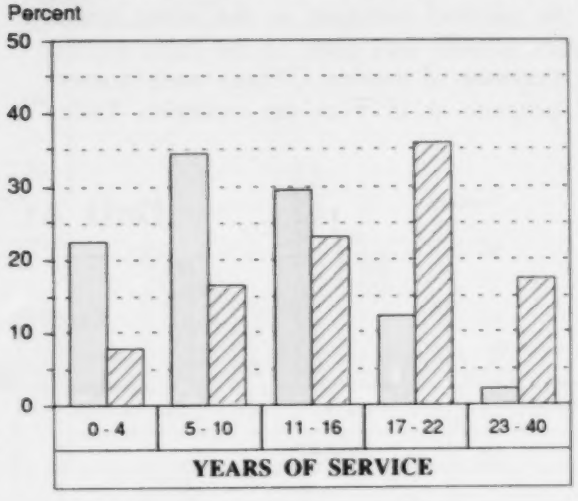
WOMEN
MEN

SELECTED RESERVE OFFICER DISTRIBUTION

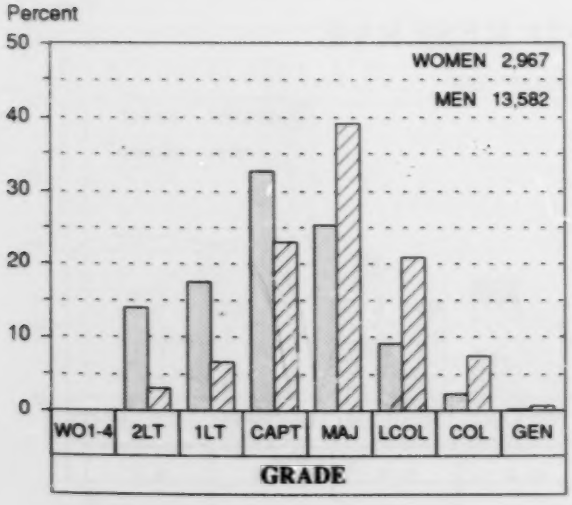
AIR GUARD BY GRADE



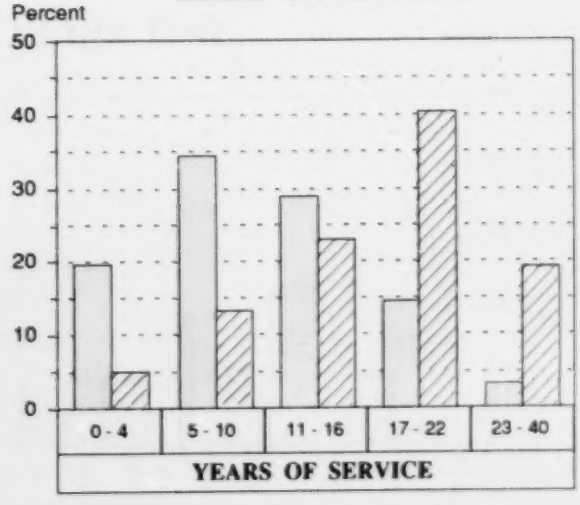
AIR GUARD BY YEARS OF SERVICE



AIR FORCE RESERVE BY GRADE



AIR FORCE RESERVE BY YEARS OF SERVICE

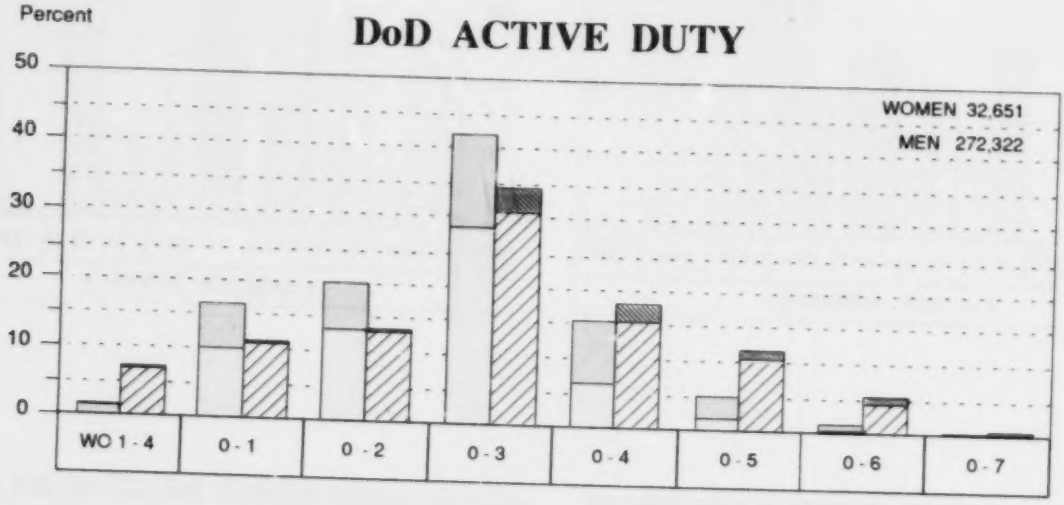


WOMEN
MEN

OFFICER GRADE DISTRIBUTION
MEDICAL VS. NON-MEDICAL

The following charts provide the same grade distribution data for male and female officers, but additionally reflect the within-grade distribution between medical and non-medical officers. The predominance of women in the medical category at the more senior grades reflects that prior to the early 1970's, the majority of women officers were nurses--72 percent in 1971 as an example. Today nurses comprise 39 percent of all women officers on active duty and over 55 percent of the women officers in the reserve components. This distribution will change as increasing numbers of non-medical women continue to enter and remain in the force. This information is broken out by each component in the following pages. The Marine Corps does not have medical personnel of its own but is supported by the Navy.

DoD ACTIVE DUTY



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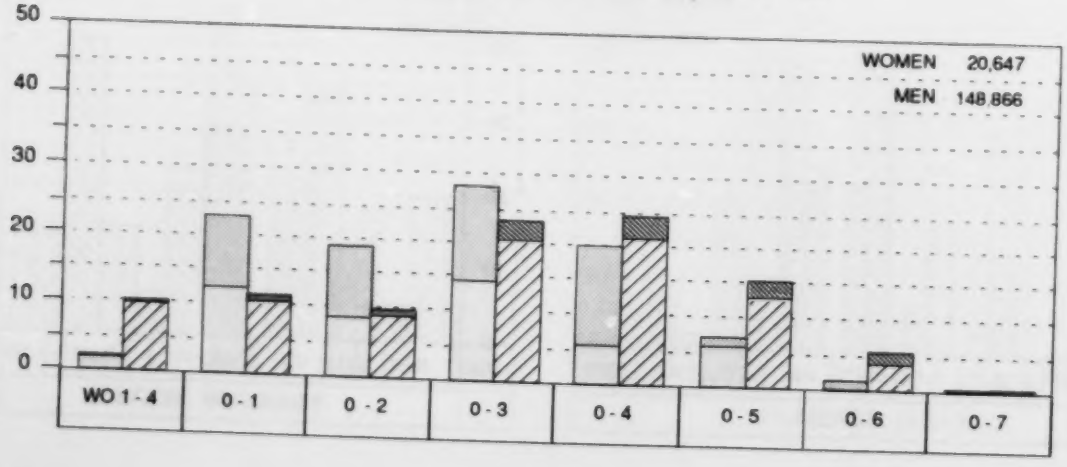
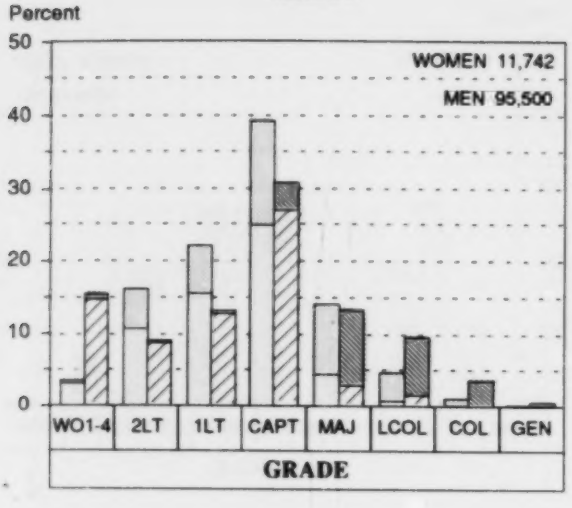


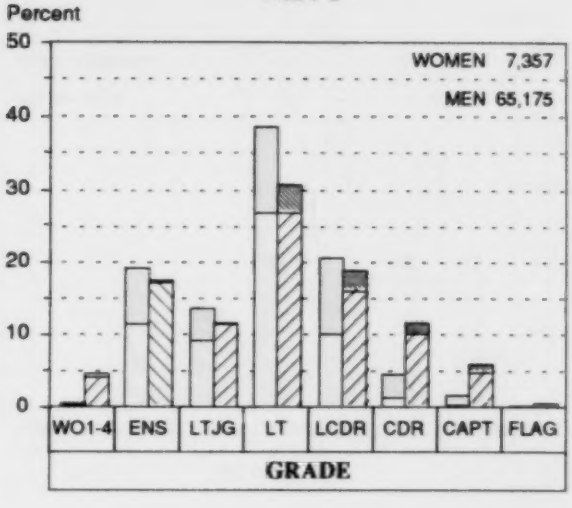
W M
MEDICAL
NON - MEDICAL

ACTIVE DUTY OFFICER GRADE DISTRIBUTION
MEDICAL VS. NON - MEDICAL

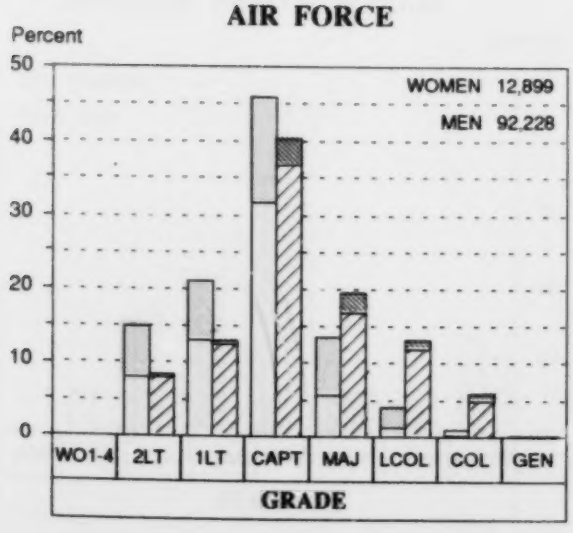
ARMY



NAVY



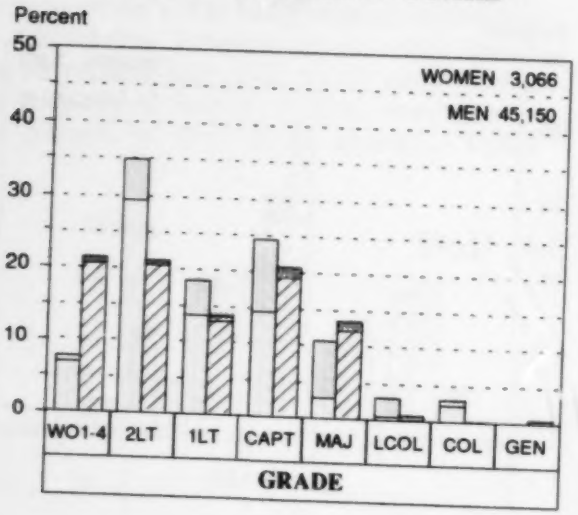
AIR FORCE



W M
MEDICAL
NON - MEDICAL

SELECTED RESERVE OFFICER GRADE DISTRIBUTION
MEDICAL VS. NON - MEDICAL

ARMY NATIONAL GUARD



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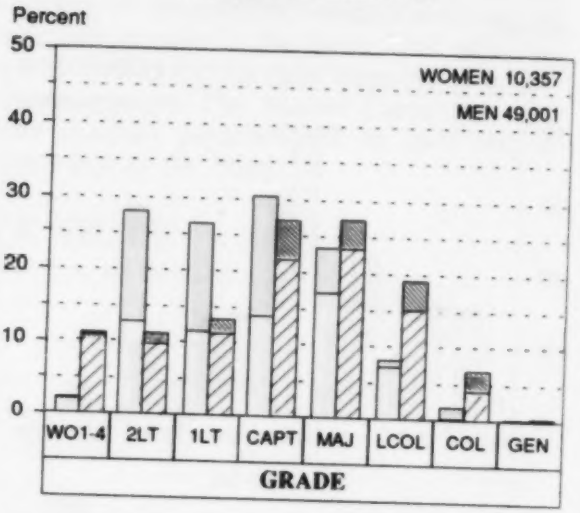

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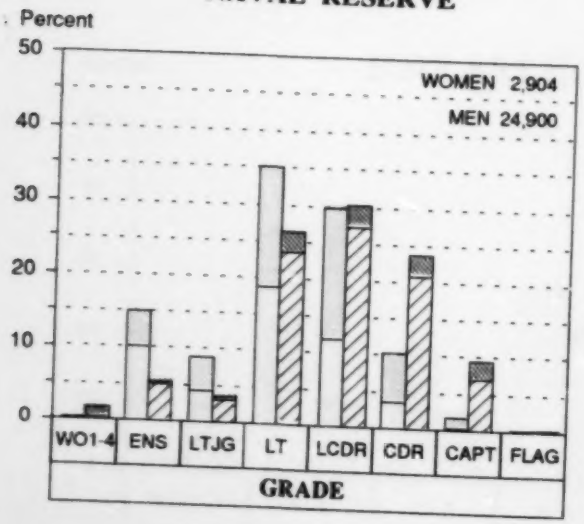
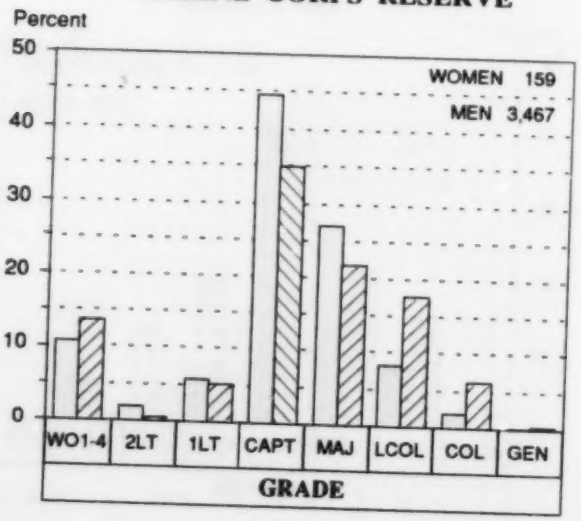
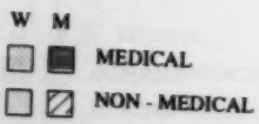


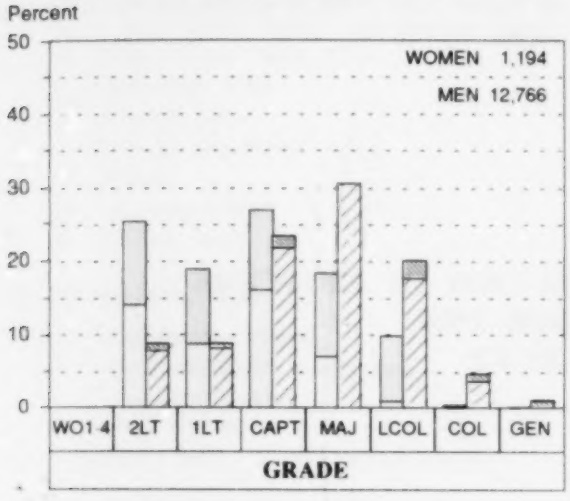
MARINE CORPS RESERVE



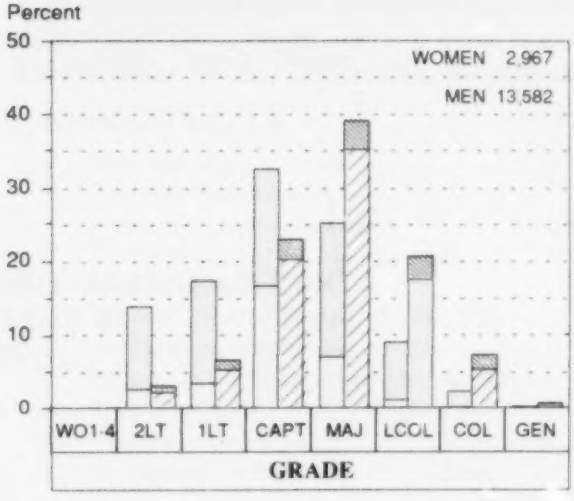


SELECTED RESERVE OFFICER GRADE DISTRIBUTION
MEDICAL VS. NON - MEDICAL

AIR FORCE NATIONAL GUARD



AIR FORCE RESERVE



W M

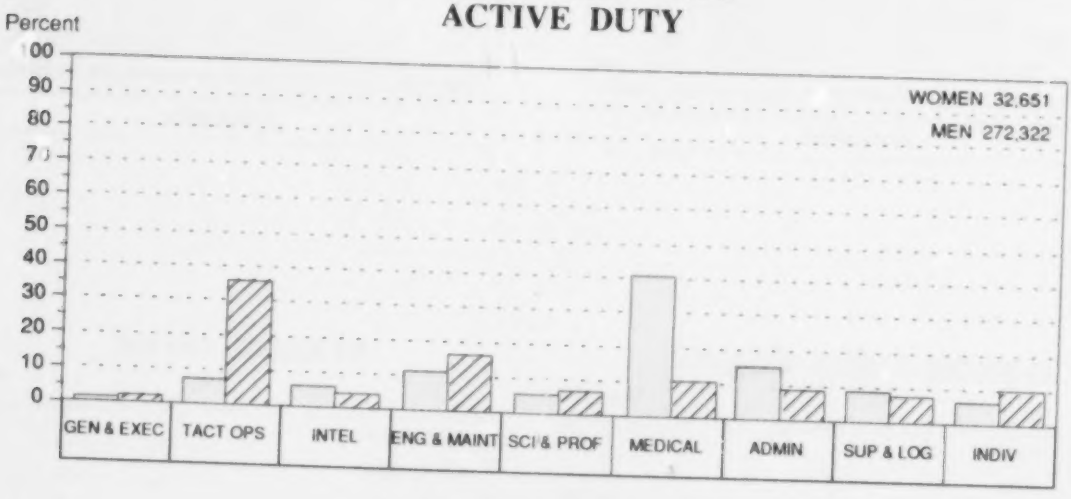
MEDICAL

NON - MEDICAL

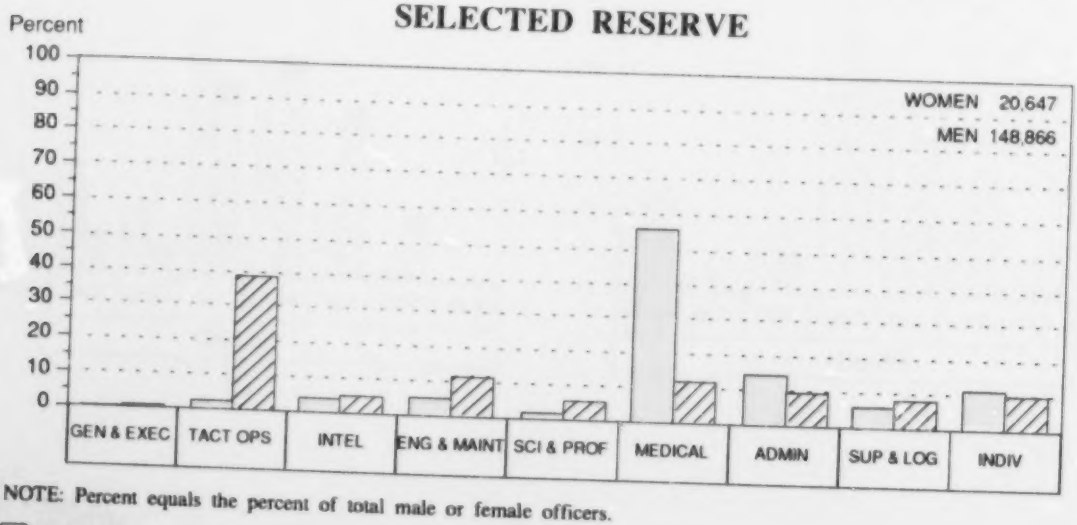
OFFICER DISTRIBUTION BY OCCUPATION GROUP

Each DoD component classifies and manages commissioned and warrant officers to suit its unique force structure requirements. In classifying, training, and assigning officers a variety of factors are considered. Among the most important are: legal and policy constraints, costs, career opportunities, duty at sea or overseas, physical and mental criteria, personal preferences, and the needs of each Service. To enable cross-service occupational comparisons, a system of DoD occupational groups is used. A synopsis of the kinds of skills in each group is shown on the following page. The occupation distribution of all DoD officers as of the end of Fiscal Year 1988 is shown on the following charts.

OCCUPATIONAL DISTRIBUTION OF OFFICERS
30 SEPTEMBER 1988
ACTIVE DUTY



SELECTED RESERVE



NOTE: Percent equals the percent of total male or female officers.

☐ WOMEN

▨ MEN

OFFICER OCCUPATION GROUPS

1. **GENERAL OFFICER & EXECUTIVE**
   a. General and Flag
   b. Executive

2. **TACTICAL OPERATIONS**
   a. Fixed - Wing Fighter and Bomber Pilot
   b. Other Fixed - Wing Pilot
   c. Helicopter Pilot
   d. Aircraft Crew
   e. Ground and Naval Arms
   f. Missile
   g. Operations Staff
   h. Civilian Pilot

3. **INTELLIGENCE**
   a. Intelligence, General
   b. Communications Intelligence
   c. Counterintelligence

4. **ENGINEERING & MAINTENANCE**
   a. Construction and Utilities
   b. Electrical / Electronics
   c. Communications and Radar
   d. Aviation Maintenance
   e. Ordnance
   f. Missile Maintenance
   g. Ship Construction and Maintenance
   h. Ship Machinery
   i. Safety
   j. Chemical
   k. Automotive
   l. Surveying and Mapping
   m. Other

5. **SCIENTIFIC & PROFESSIONAL**
   a. Physical Science
   b. Meteorology
   c. Biological Science
   d. Social Science
   e. Psychology
   f. Law
   g. Chaplain
   h. Social Work
   i. Mathematics and Statistics
   j. Education
   k. Research and Development
   l. Community Activities
   m. Scientific and Professional

6. **MEDICAL**
   a. Physician
   b. Dentist
   c. General Nurse
   d. Nursing Specialist
   e. Veterinarian
   f. Allied Medical Support

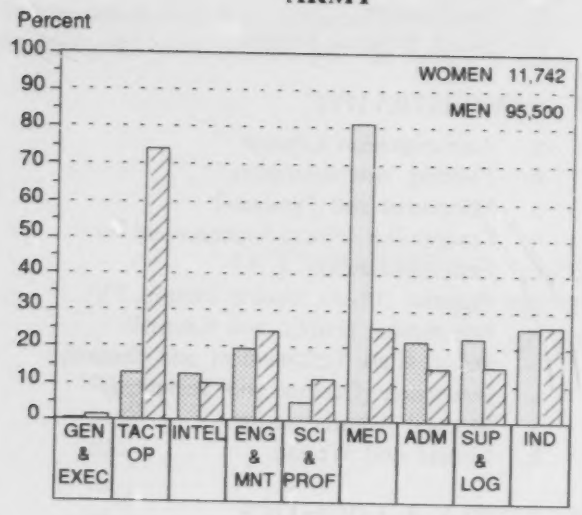
7. **ADMINISTRATIVE**
   a. Administration, General
   b. Training Administration
   c. Manpower and Personnel
   d. Comptroller / Fiscal Management
   e. Data Processing
   f. Pictorial (Photo, Motion Picture, TV)
   g. Information (Public and Internal)
   h. Police (Law Enforcement and Security)
   i. Inspection (General and Technical)
   j. Medical Administration
   k. Morale and Welfare

8. **SUPPLY & LOGISTICS**
   a. Logistics, General
   b. Supply
   c. Transportation
   d. Procurement and Production
   e. Food Service
   f. Exchange and Commissary
   g. Other

9. **INDIVIDUALS**
   a. Patients
   b. Students / Trainees
   c. Other

OCCUPATIONAL DISTRIBUTION OF ACTIVE DUTY OFFICERS

ARMY



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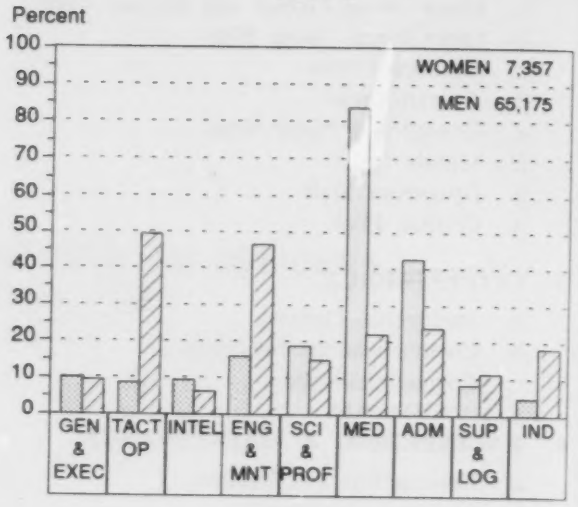
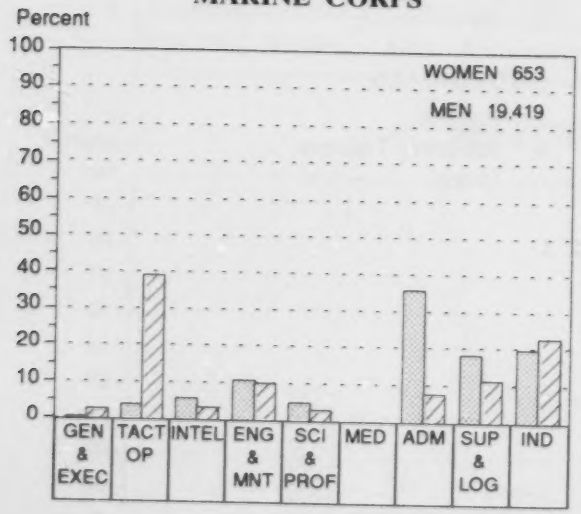
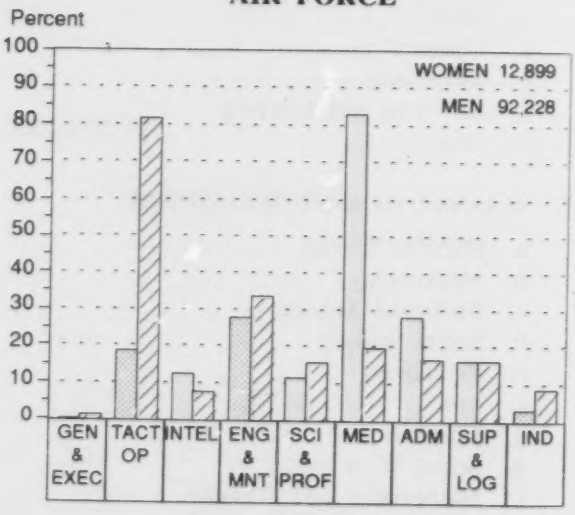


MARINE CORPS



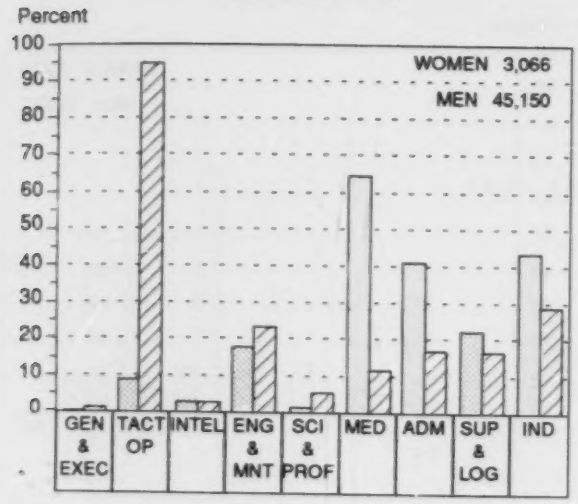
AIR FORCE



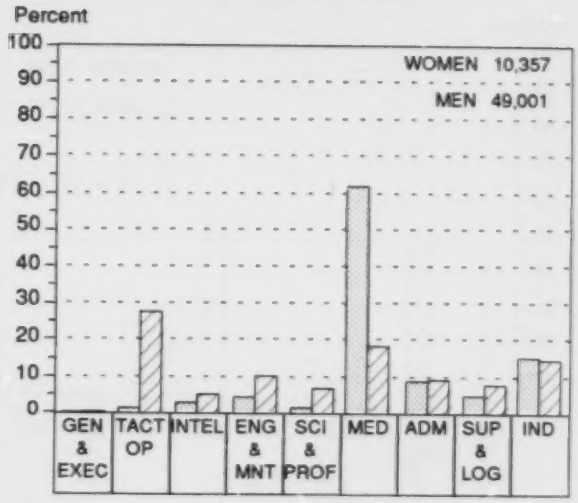
WOMEN
MEN

OCCUPATIONAL DISTRIBUTION OF SELECTED RESERVE OFFICERS

ARMY GUARD



ARMY RESERVE



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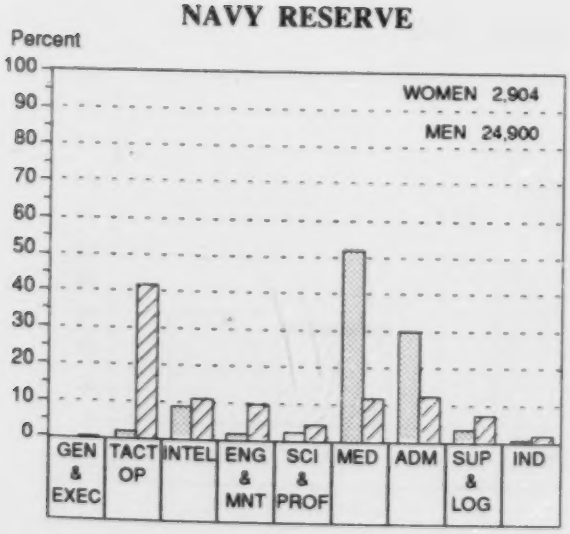
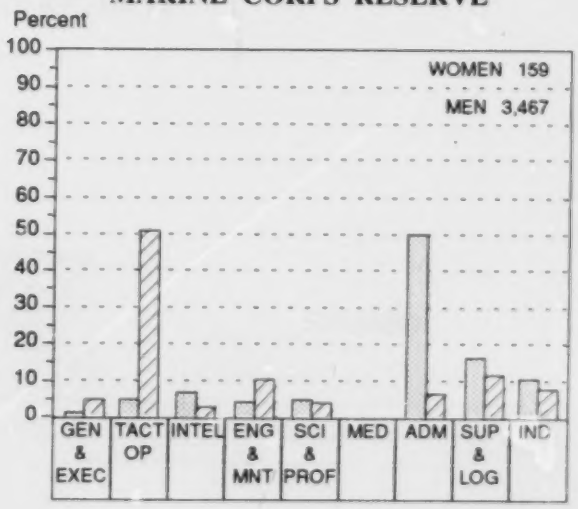


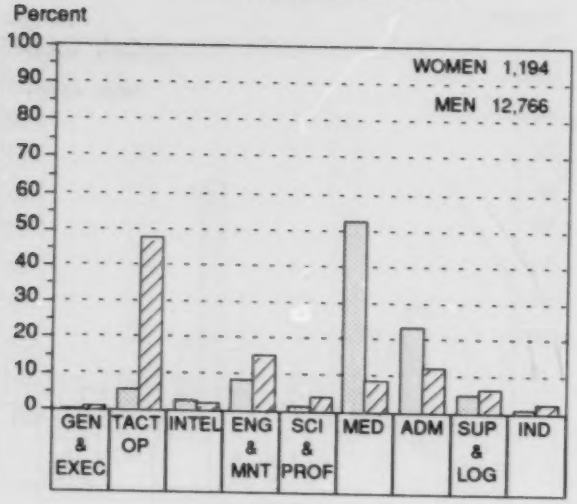
MARINE CORPS RESERVE



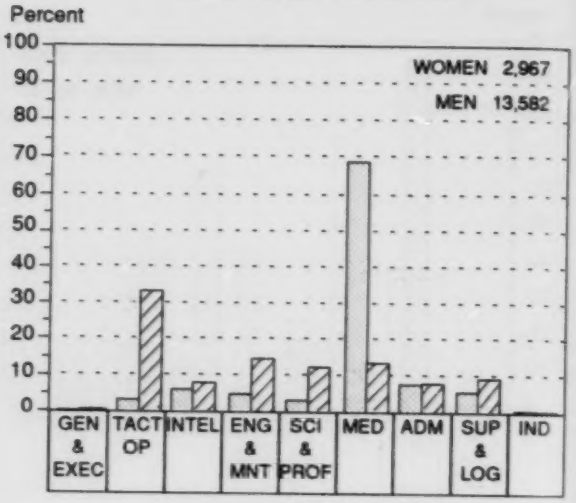
WOMEN ☐
MEN ▨

OCCUPATIONAL DISTRIBUTION OF SELECTED RESERVE OFFICERS

AIR FORCE GUARD



AIR FORCE RESERVE



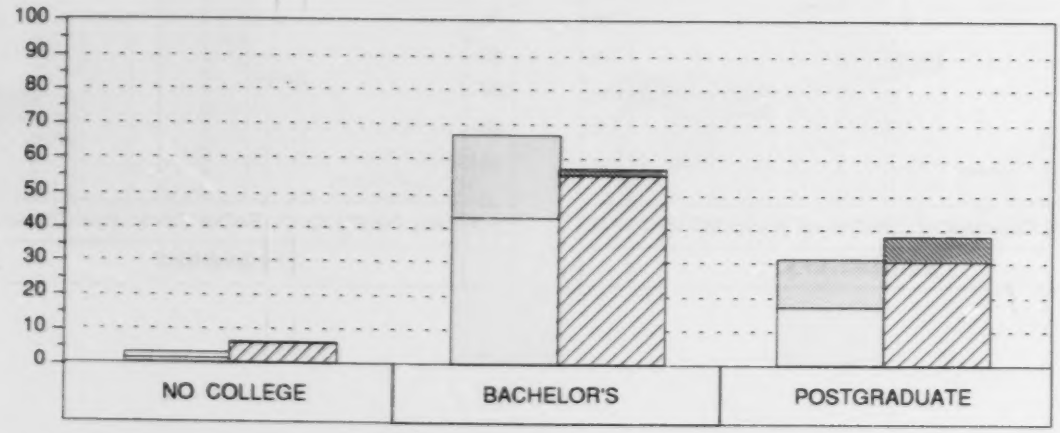
WOMEN

MEN

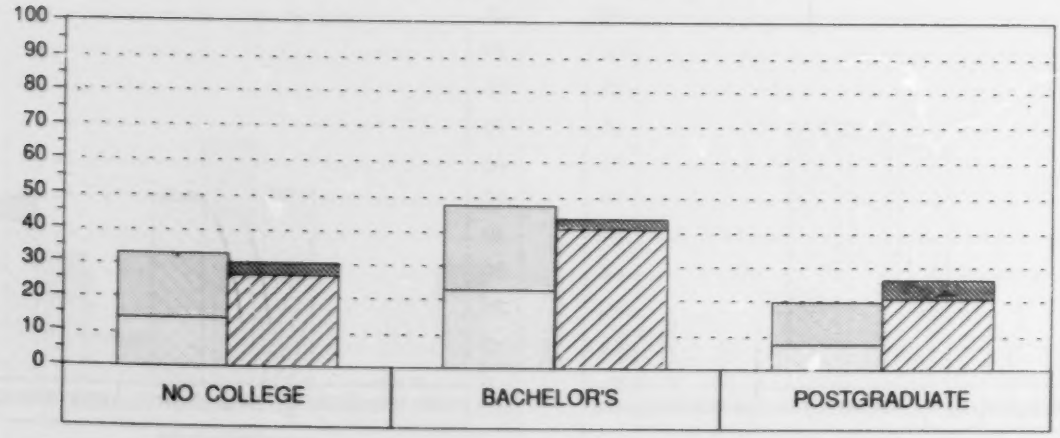
OFFICER REDUCTION LEVELS

Commissioned officers generally possess baccalaureate or higher degrees. The educational levels of men and women are very similar. Difference at the postgraduate level are generally attributable to the higher median level of years of service (YOS) of male officers.

DoD ACTIVE DUTY

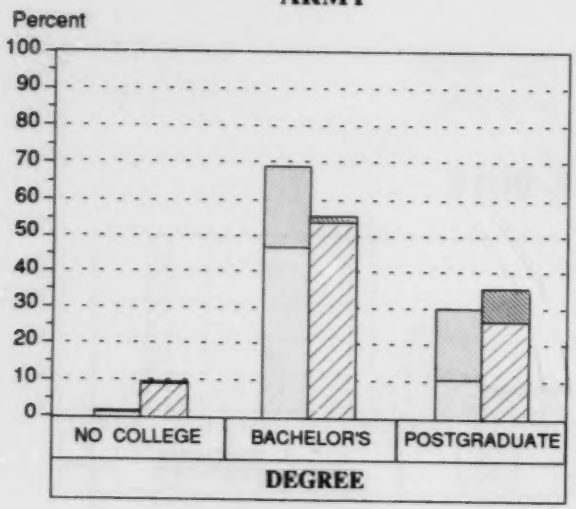


DoD SELECTED RESERVE

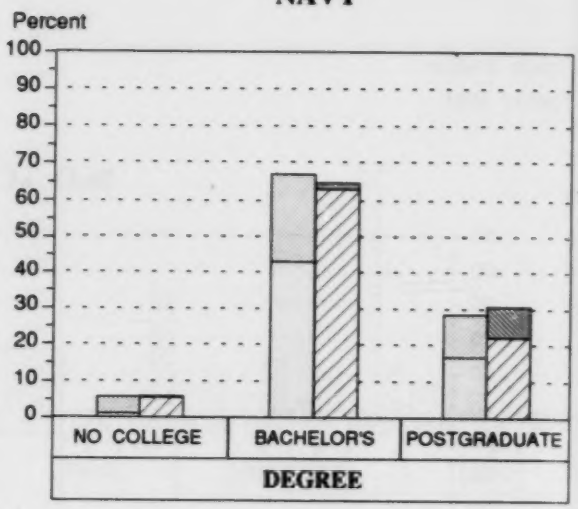


ACTIVE DUTY OFFICER EDUCATION LEVELS

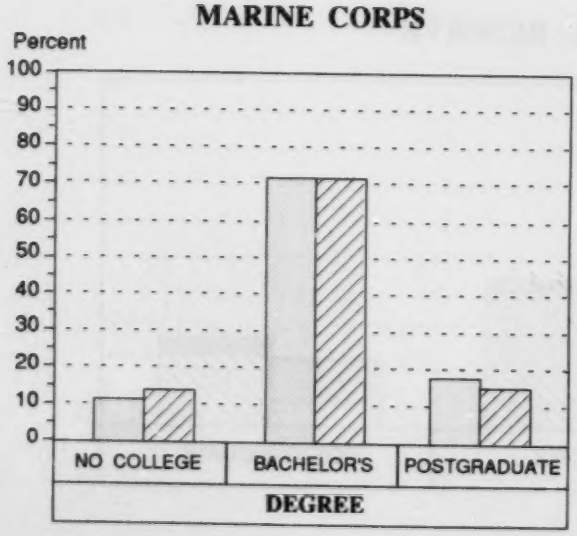
ARMY



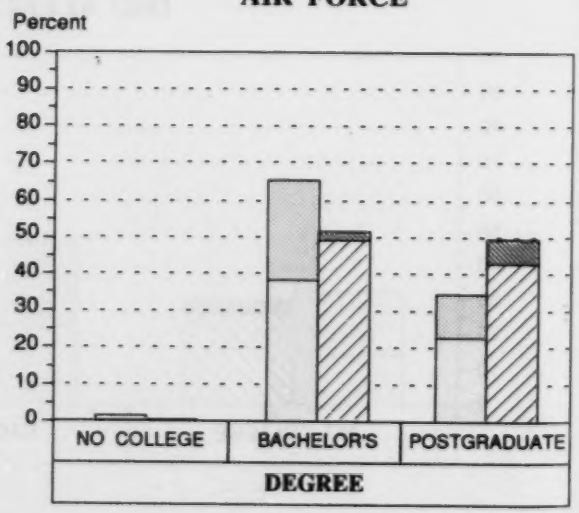
NAVY



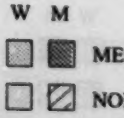
MARINE CORPS



AIR FORCE

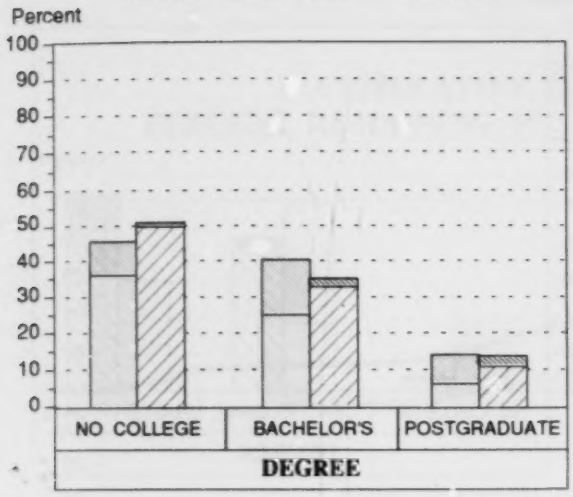


NOTE: THE MARINE CORPS USES NAVY MEDICAL SUPPORT



SELECTED RESERVE OFFICER EDUCATION LEVELS

ARMY NATIONAL GUARD



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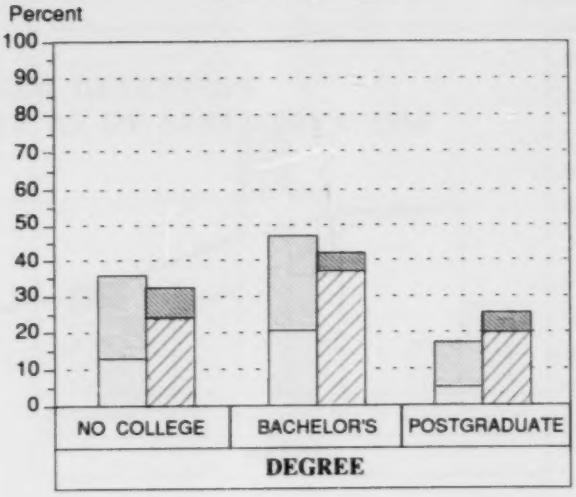

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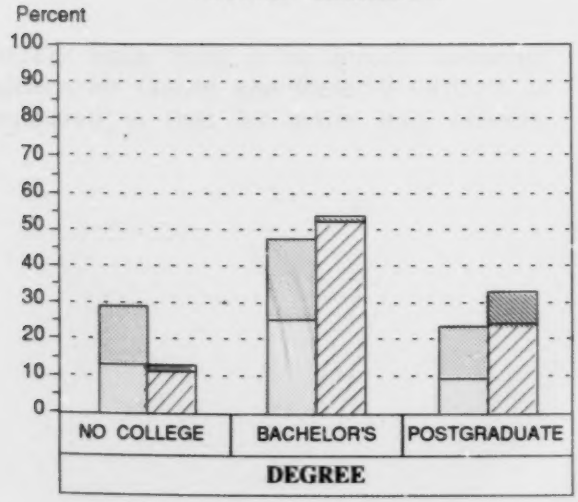
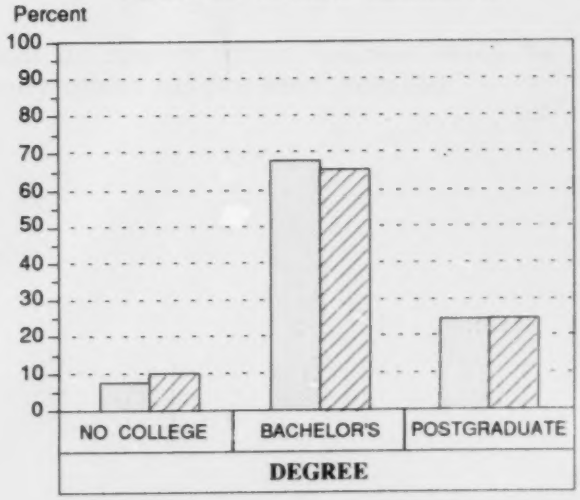
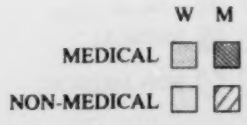


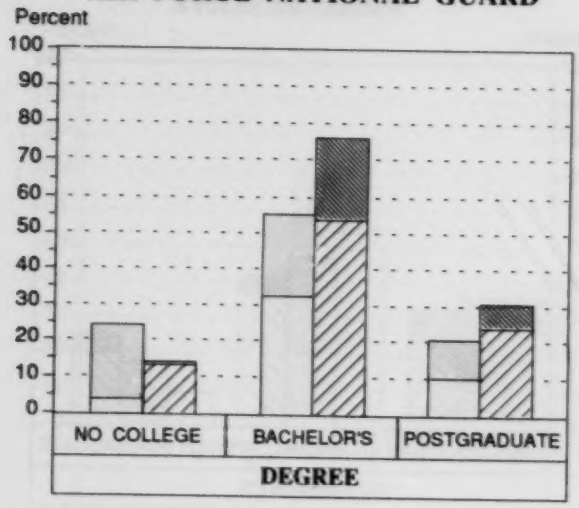
MARINE CORPS RESERVE



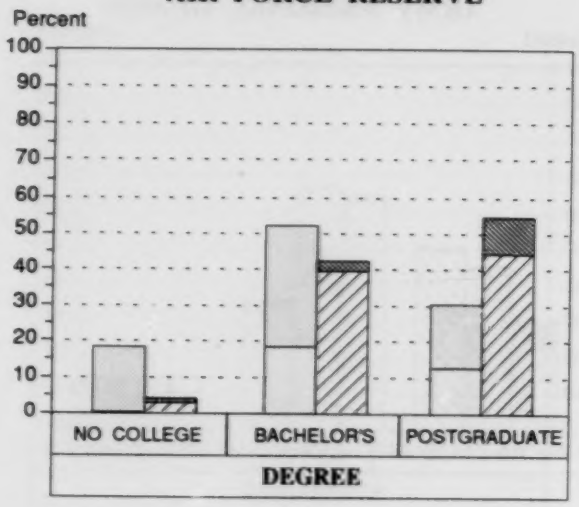


SELECTED RESERVE OFFICER EDUCATION LEVELS

AIR FORCE NATIONAL GUARD



AIR FORCE RESERVE

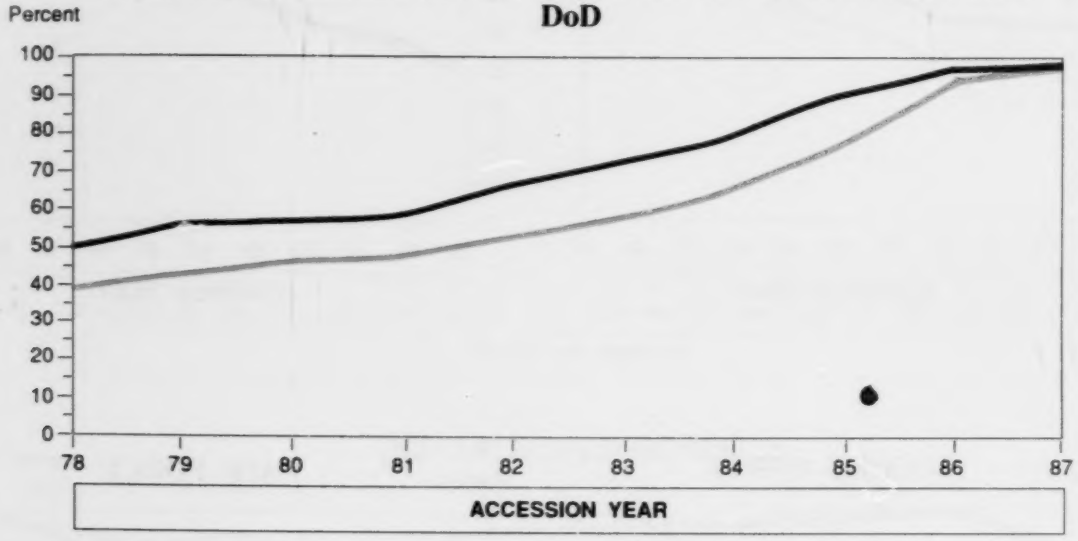


W M
MEDICAL
NON-MEDICAL

OFFICER RETENTION LEVELS

Retention of officers is a critical personnel management variable. Retention impacts upon accession, promotion, and other management plans. The following charts reflect the recent history of retention patterns for men and women.

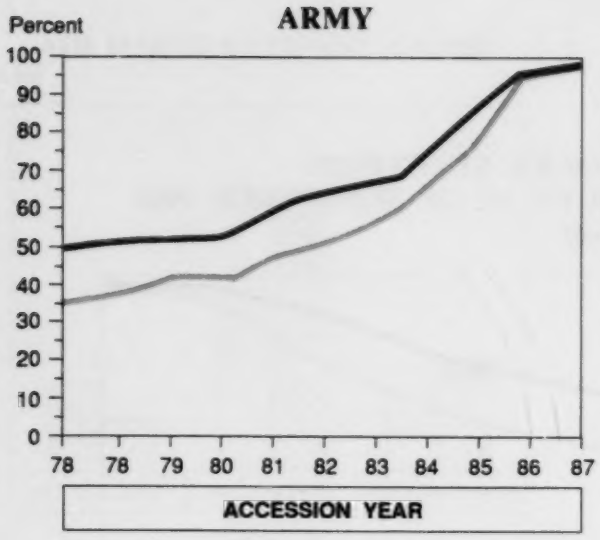
CUMULATIVE OFFICER RETENTION
PERCENT REMAINING ON DUTY AS OF SEPTEMBER 1988
DoD

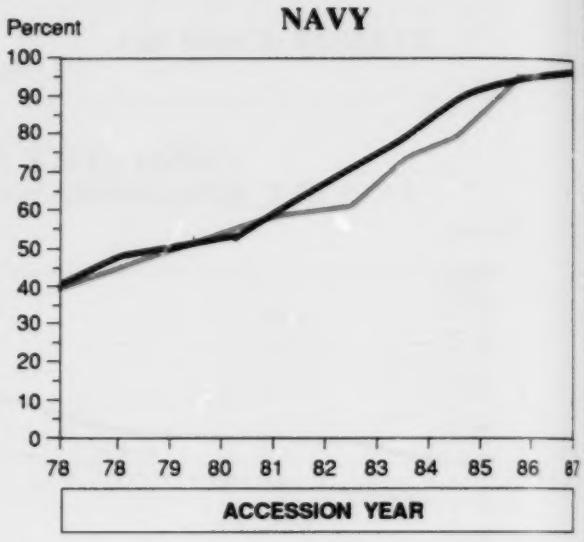


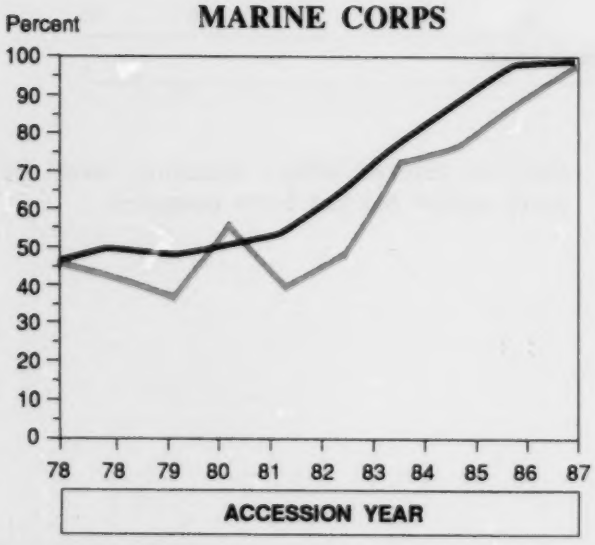
NOTE: Since there is no specific accession pattern for Guard and Reserve Officers as compared to that for active duty officers, data on reserve officer retention levels by entry cohort has not been compiled.

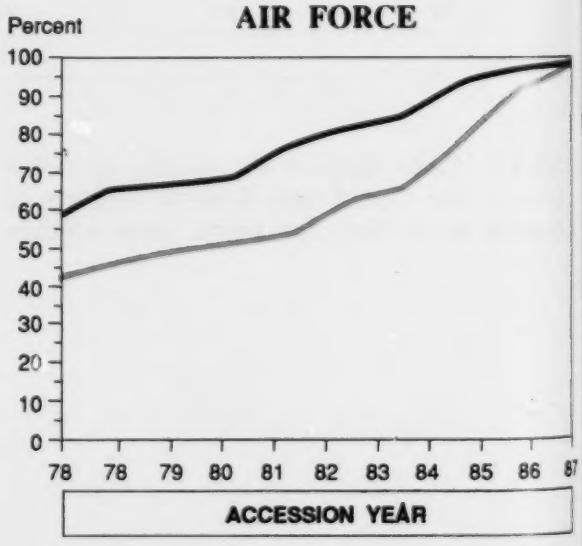
WOMEN
MEN

ACTIVE DUTY OFFICER DISTRIBUTION





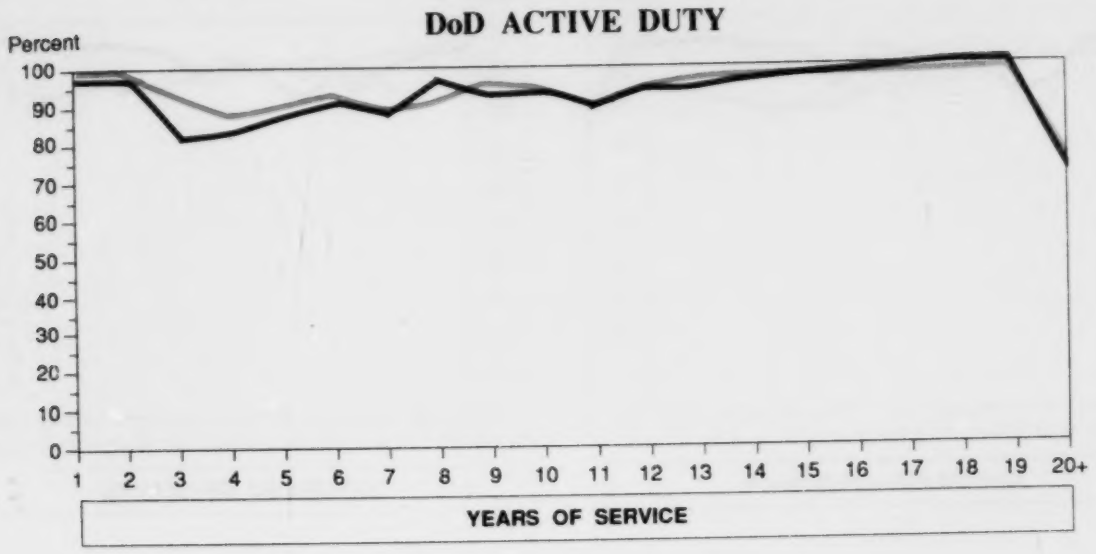


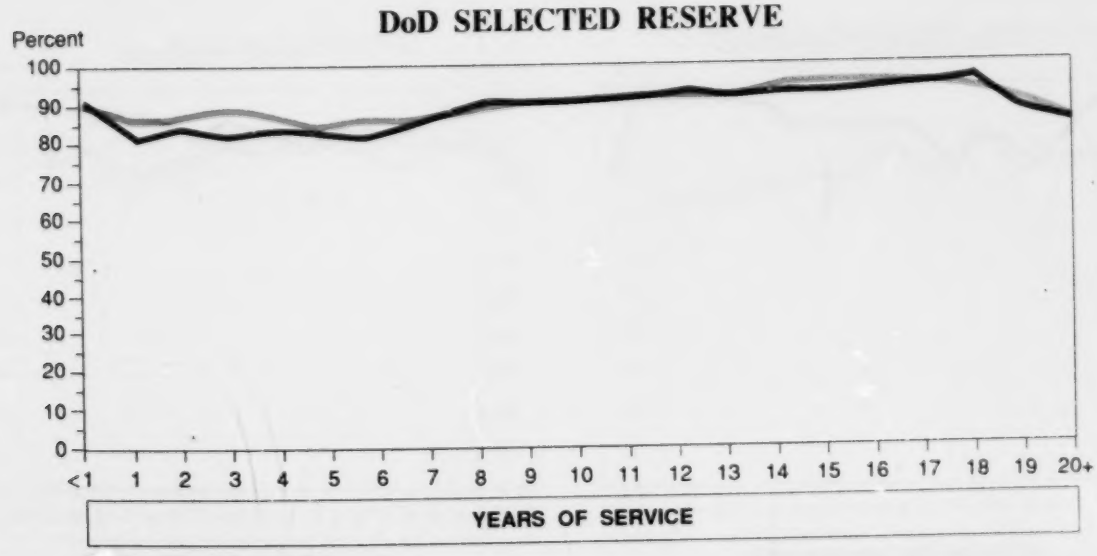


WOMEN
MEN

OFFICER YEARS OF SERVICE CONTINUATION RATES FOR FISCAL YEAR 1988

Fiscal Year 1988 continuation by YOS is the percent of each year group that remained on duty throughout 1988.



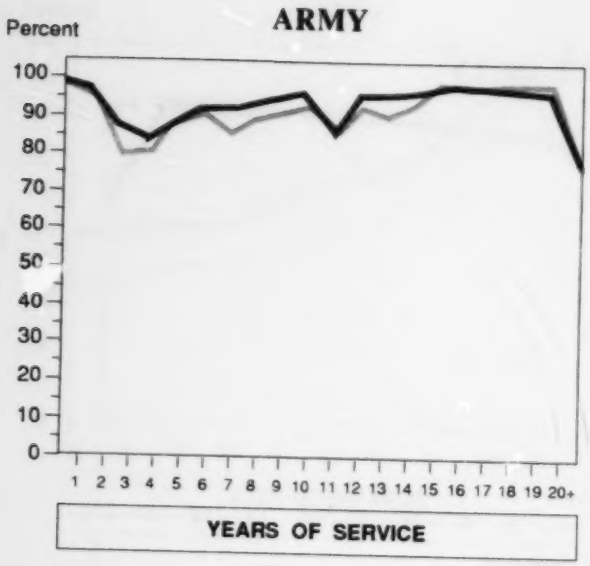


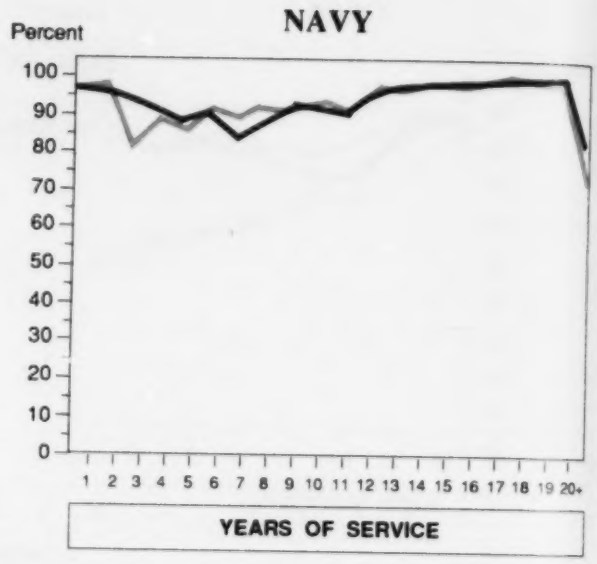
NOTE: Continuation percentage represents the proportion of all officers with more than 20 YOS that remained on duty throughout 1988. Unlike the active force where 20 years is a major force adjustment point, the majority of National Guard and Reserve officers tend to continue beyond 20 years at relatively stable rates as shown.

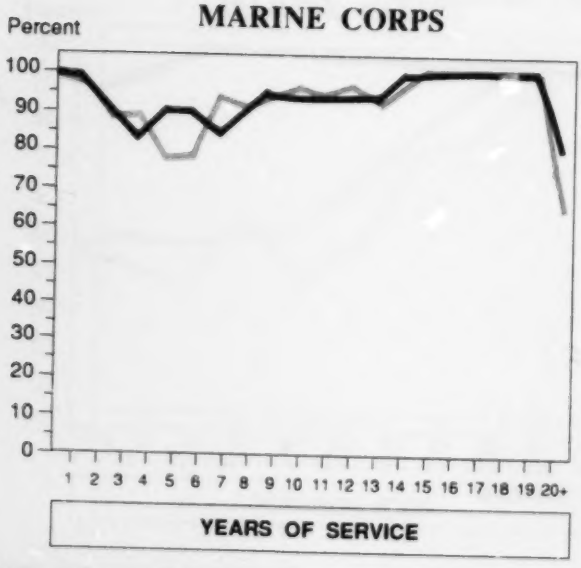
WOMEN

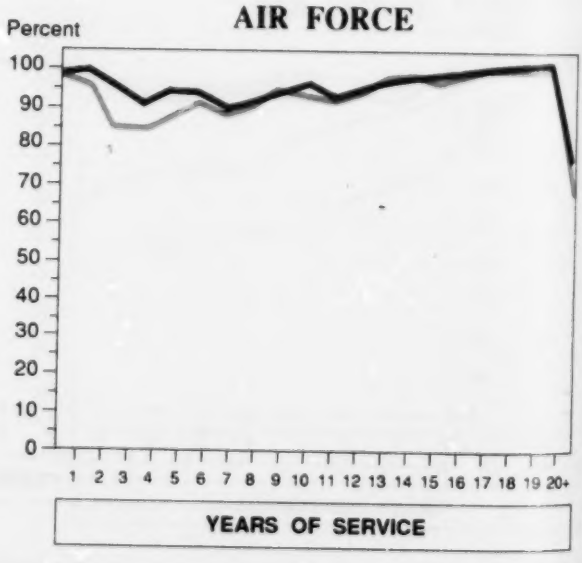
MEN

OFFICER YEARS OF SERVICE
CONTINUATION RATES FOR FISCAL YEAR 1988
ACTIVE DUTY







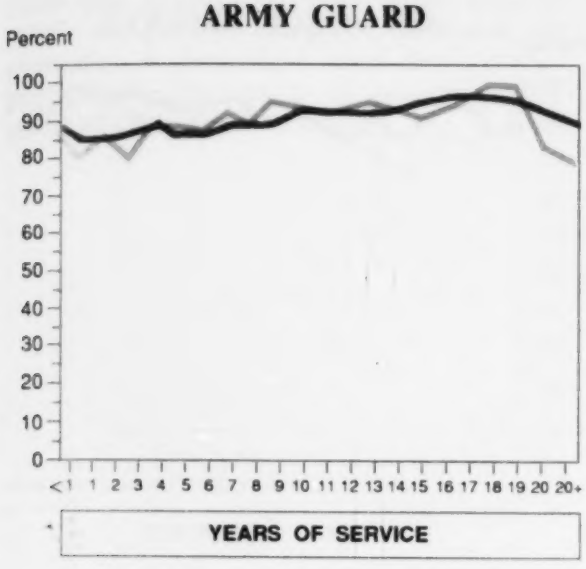


WOMEN ——

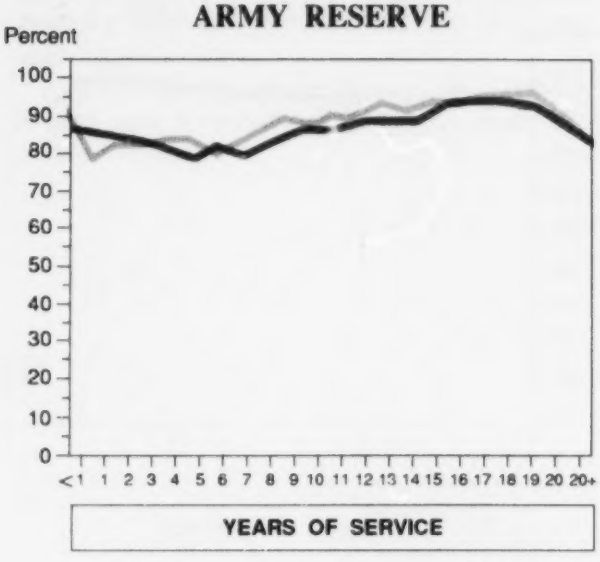
MEN ——

OFFICER YEARS OF SERVICE
CONTINUATION RATES FOR FISCAL YEAR 1988
SELECTED RESERVE

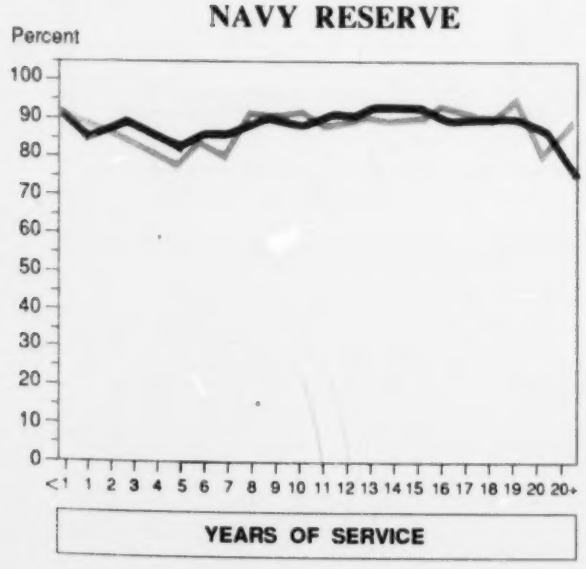
ARMY GUARD



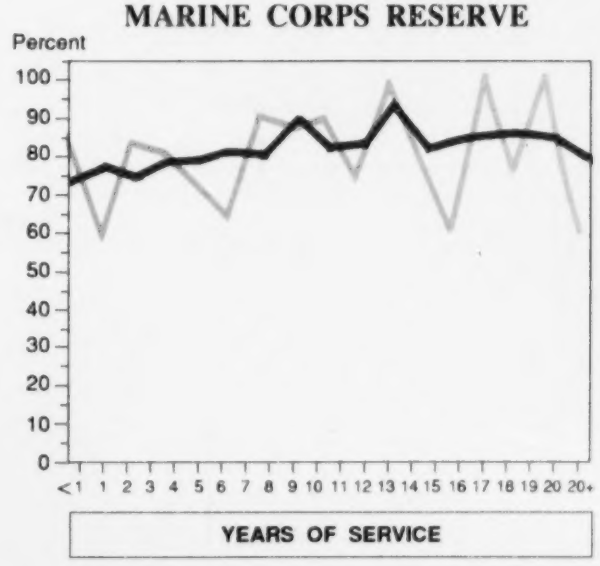
ARMY RESERVE



NAVY RESERVE



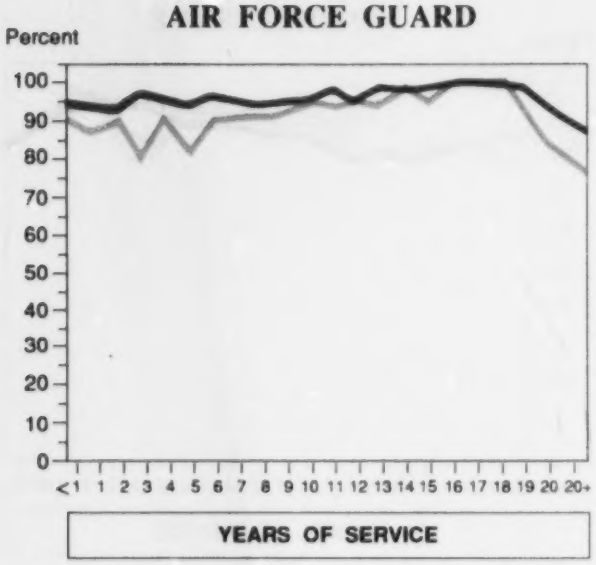
MARINE CORPS RESERVE



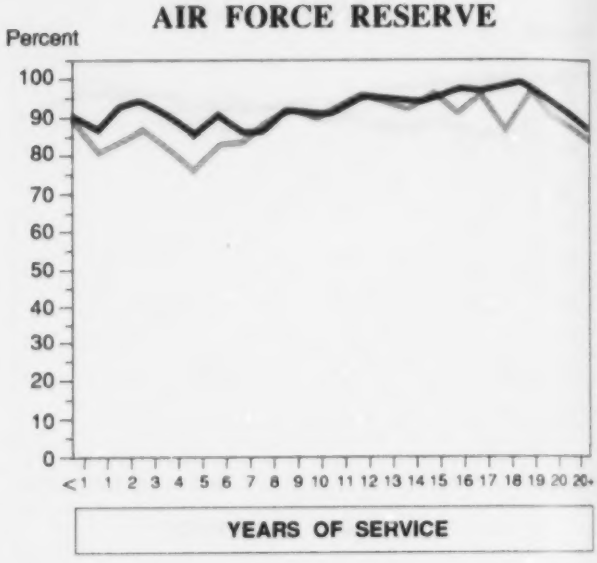
WOMEN
MEN

OFFICER YEARS OF SERVICE
CONTINUATION RATES FOR FISCAL YEAR 1988
SELECTED RESERVE

AIR FORCE GUARD



AIR FORCE RESERVE



WOMEN

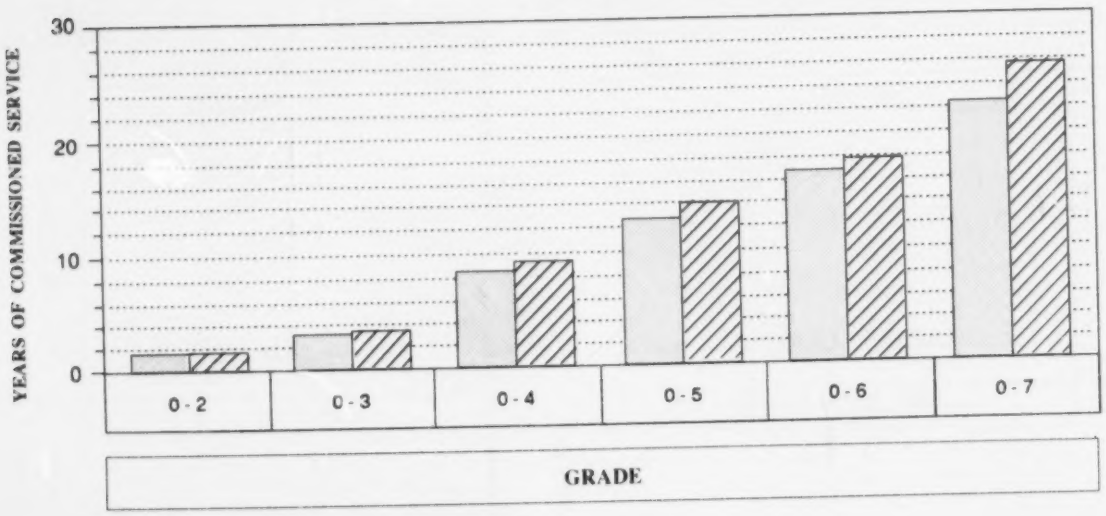
MEN

OFFICER TIME - IN - SERVICE (TIS) AT PROMOTION

Officer promotion policies and plans respond to Service requirements and applicable law. Eligibility for consideration for promotion is primarily based upon seniority within competitive categories. Selection for promotion is dependent upon demonstrated potential for acceptance of greater responsibility. This chart compares the TIS at promotion, for men and women, based upon promotion to the grade they held at the end of Fiscal Year 1988. It should be noted that, prior to 1982, separate promotion boards were held for male and female officers in the Navy and Marine Corps.

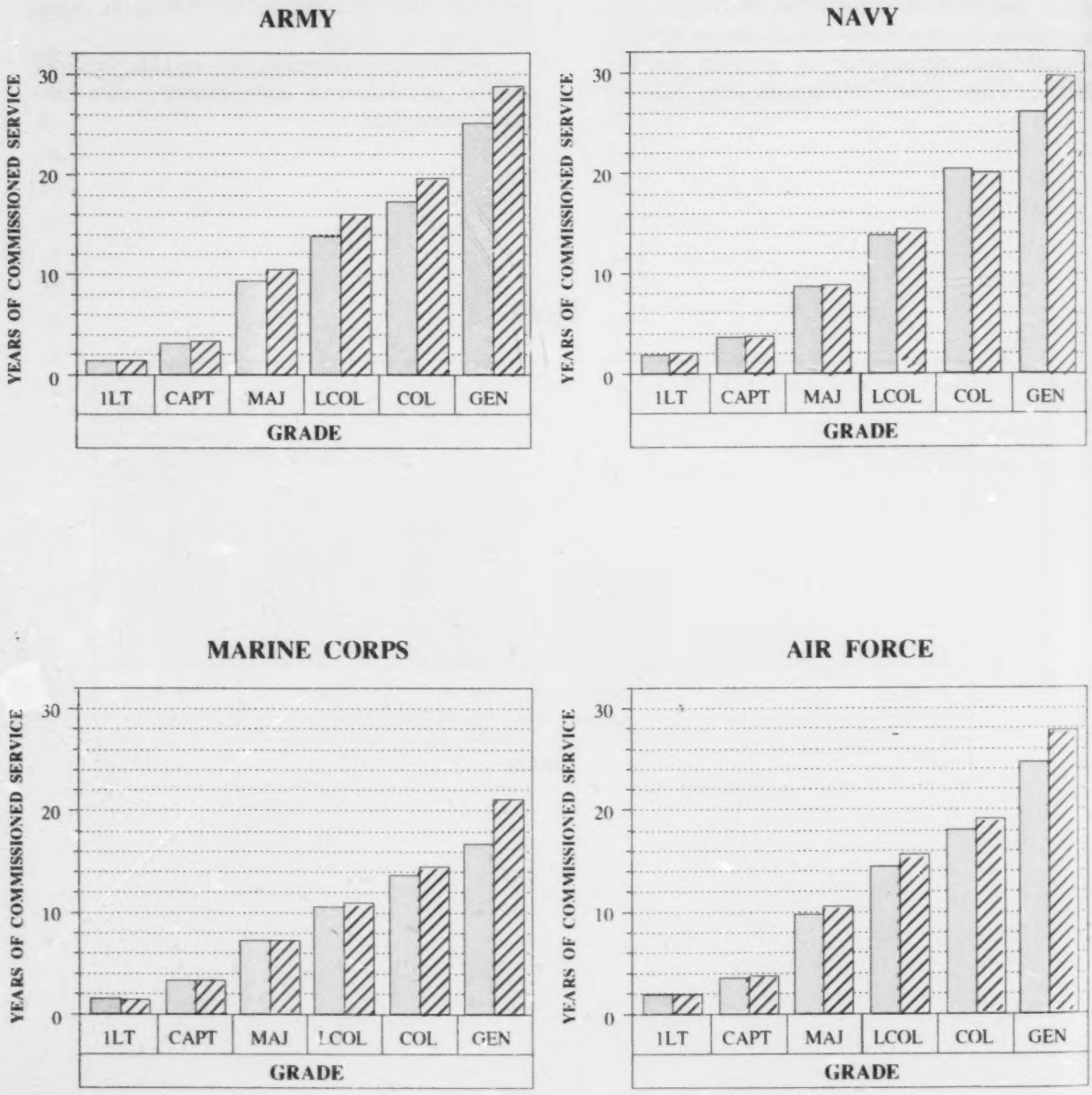
Separate promotion data on the National Guard and Reserve components is not currently compiled.

DoD



WOMEN
MEN

OFFICER TIME - IN - SERVICE (TIS) AT PROMOTION



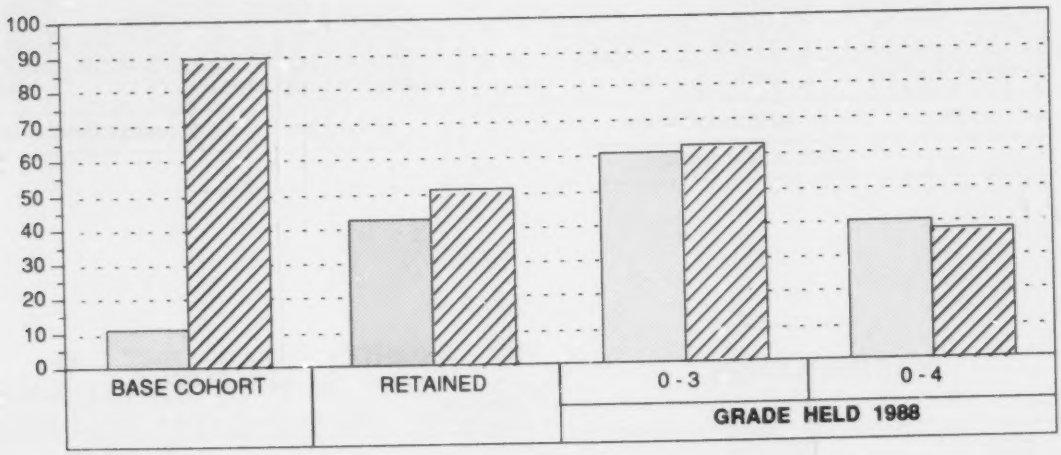
OFFICER ADVANCEMENT
OFFICER RETENTION AND ADVANCEMENT

These charts show how selected groups of men and women who have chosen to remain on active duty have advanced.

The first set of charts compares retention and promotion for selected grades and fiscal years. The bar labeled "base cohort" shows the percent of men and women (2nd Lieutenants/Ensigns [O-1], Lieutenants/Captains [O-3], or Majors/Lieutenant Commanders [O-4] in service in a given year. The second set of bars, labeled "retained," shows the percent of the base cohort remaining on duty at the end of Fiscal Year 1988. The last set of bars, labeled with paygrades, shows the grade distribution of those that remained in the Service.

The National Guard and Reserves access personnel at several levels of grade/rank as well as at the beginning entry level of 2nd Lieutenant/Ensign [O-1] as in the active components. For that reason, cohort data based on entry year is not currently compiled for the National Guard and Reserve components.

DoD



1. IN THE BASE COHORT, OF 2LT/ENS [O-1] IN 1978, 89.1% WERE MEN AND 10.9% WERE WOMEN.

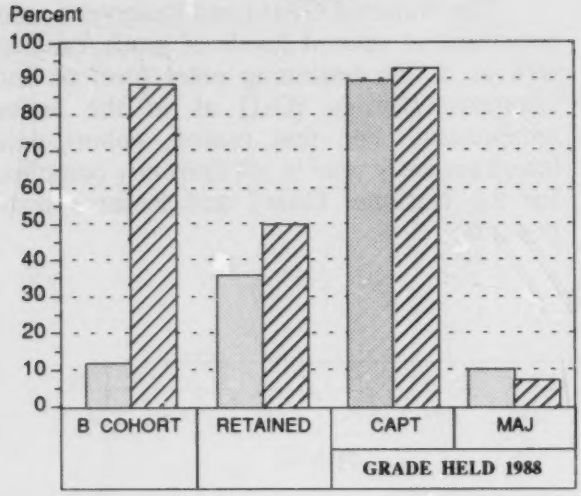
2. 1988, 50.5% OF THE MEN AND 41.9% OF THE WOMEN REMAINED IN THE SERVICE.

3. THE GRADE DISTRIBUTION OF THOSE THAT REMAINED IS AS SHOWN IN THE LAST SET OF BARS.

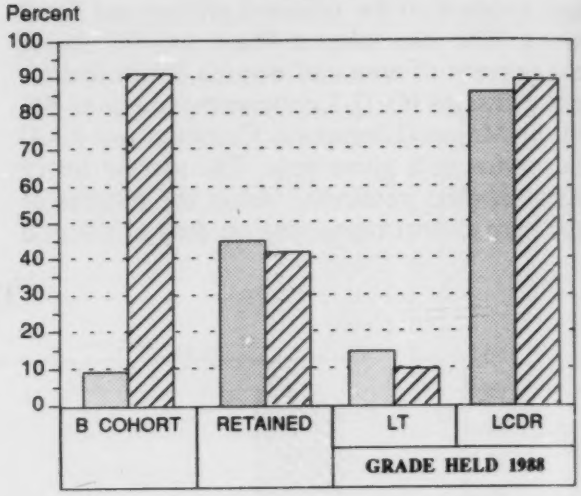
WOMEN ☐
MEN ▨

OFFICER ADVANCEMENT
FY 78 2LT / ENS (0-1) AS OF FY 88

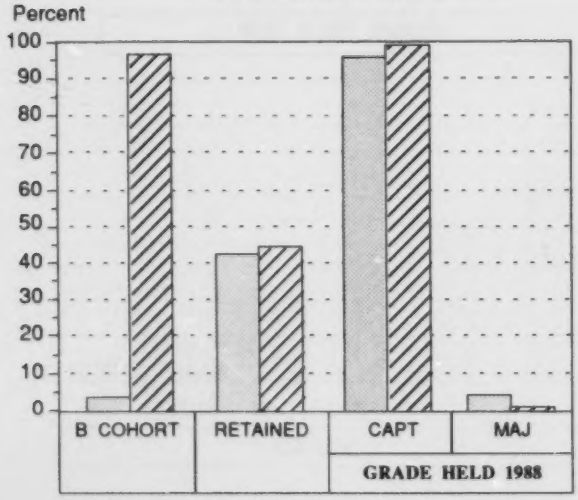
ARMY



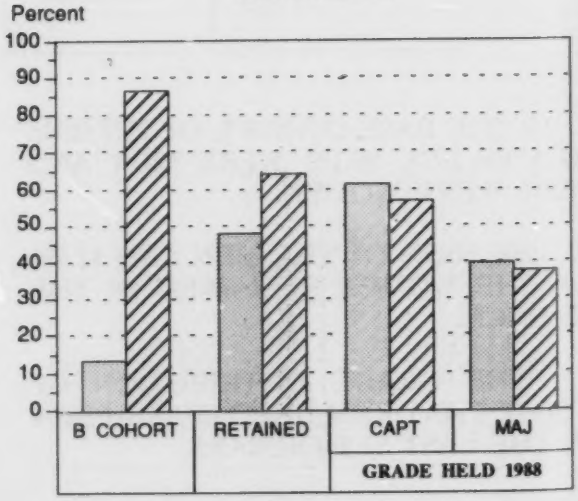
NAVY



MARINE CORPS



AIR FORCE

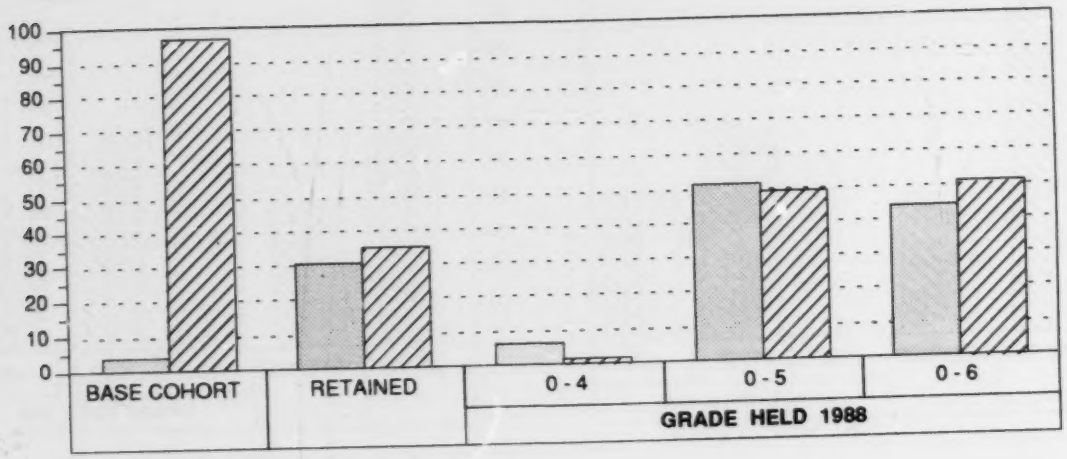


WOMEN

MEN

OFFICER RETENTION AND ADVANCEMENT
FY 78 MAJ / LCDR (0-4) AS OF FY 88

DoD



1. IN THE BASE COHORT OF MAJOR/LCDR'S [O-4] IN 1978, 96.4% WERE MEN AND 3.6% WERE WOMEN.

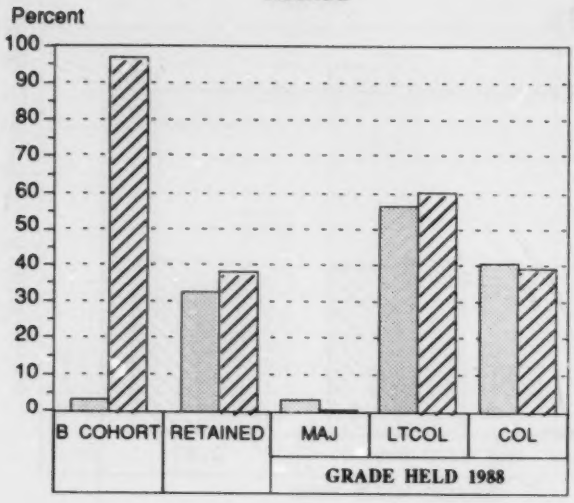
2. IN 1988, 34.5% OF THE MEN AND 30.1% OF THE WOMEN REMAINED IN THE SERVICE.

3. THE GRADE DISTRIBUTION OF THOSE THAT REMAINED IS SHOWN IN THE LAST SET OF BARS.

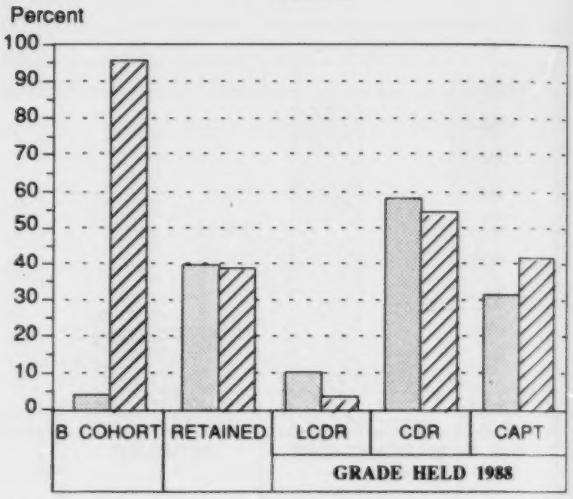
WOMEN ☐
MEN ▨

OFFICER ADVANCEMENT
FY 78 MAJ / LCDR (0-4) AS OF FY 88

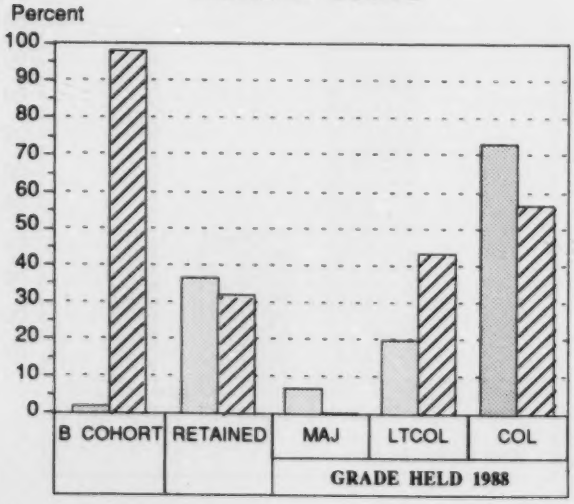
ARMY



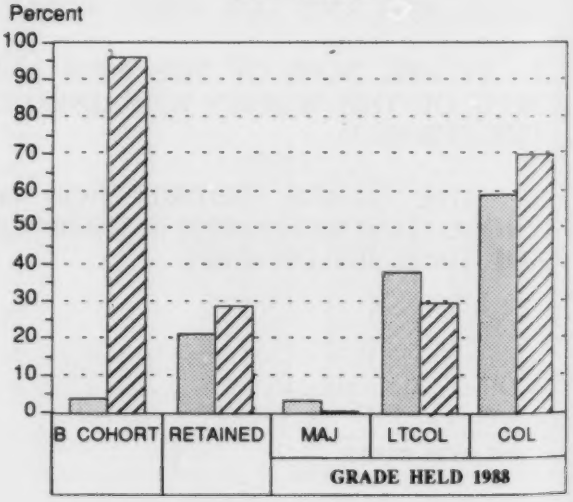
NAVY



MARINE CORPS



AIR FORCE

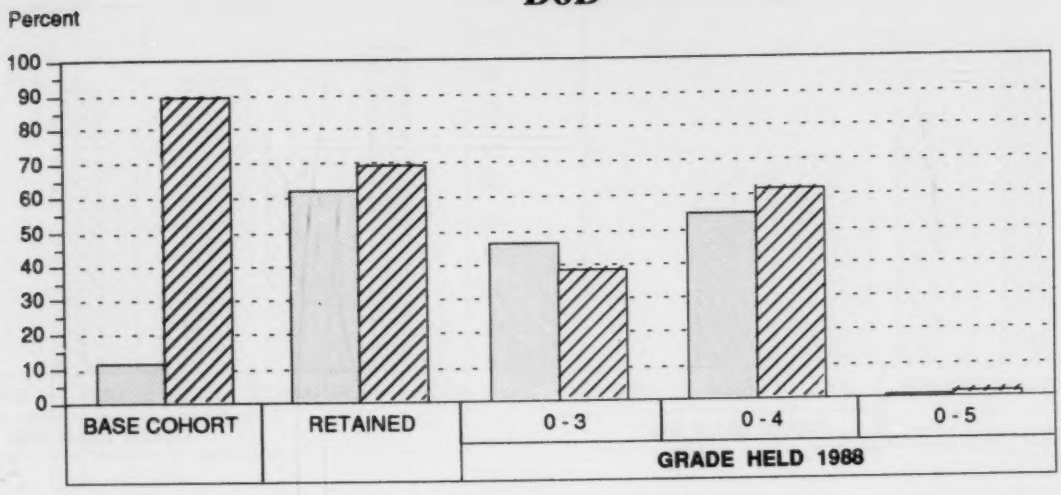


WOMEN

MEN

OFFICER RETENTION AND ADVANCEMENT
FY 83 CAPT / LT (0 - 3) AS OF FY 88

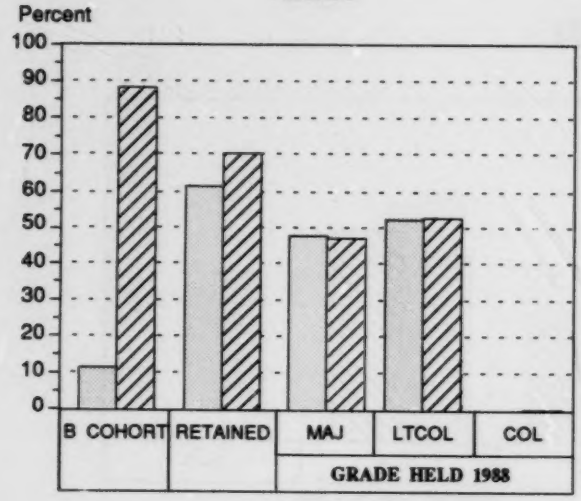
DoD



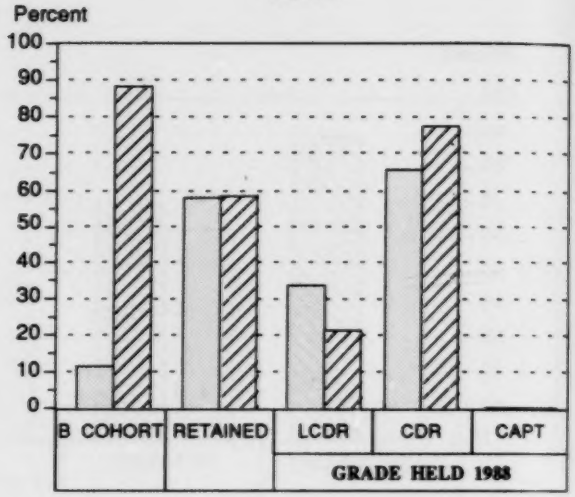
WOMEN
MEN

OFFICER ADVANCEMENT
FY 83 CAPT / LT (0 - 3) AS OF FY 88

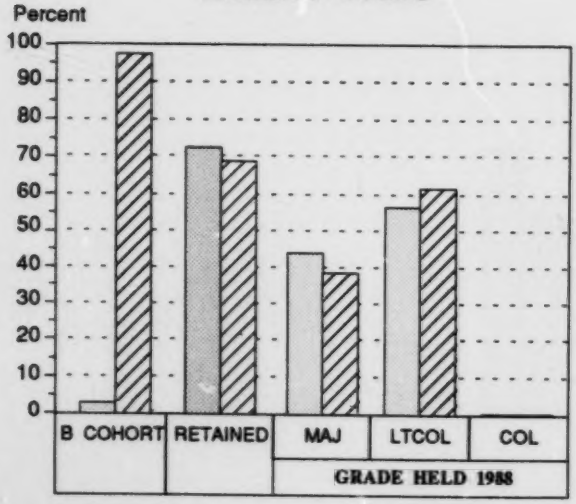
ARMY



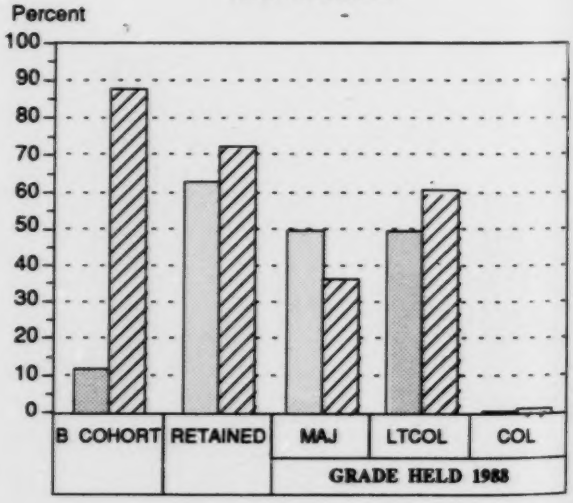
NAVY



MARINE CORPS



AIR FORCE

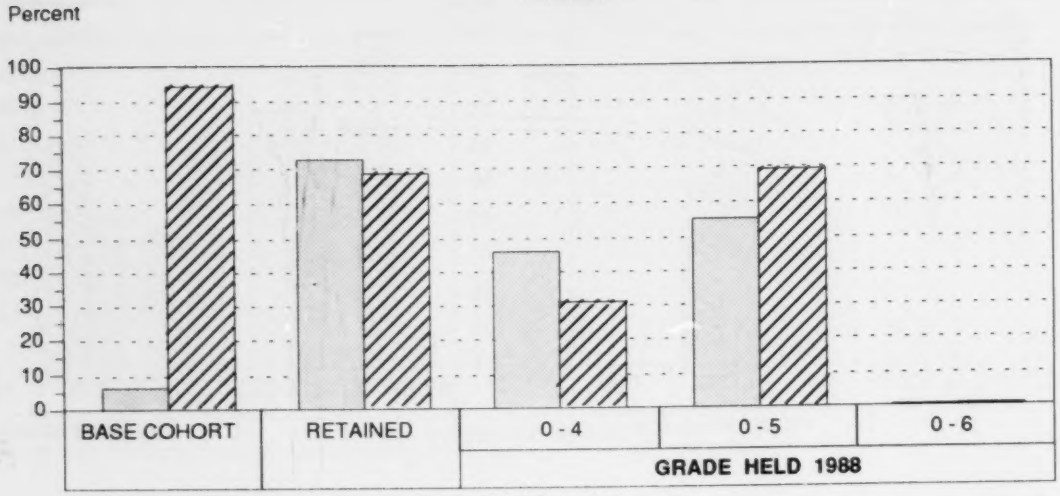


WOMEN

MEN

OFFICER RETENTION AND ADVANCEMENT
FY 83 MAJ / LCDR (0 - 4) AS OF FY 88

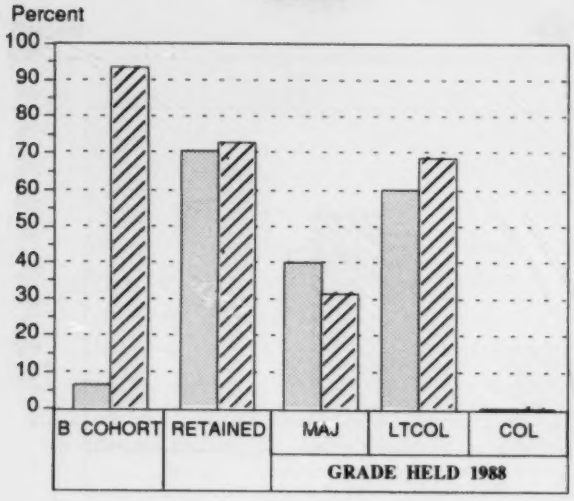
DoD



WOMEN
MEN

OFFICER ADVANCEMENT
FY 83 MAJ / LCDR (0-4) AS OF FY 88

ARMY



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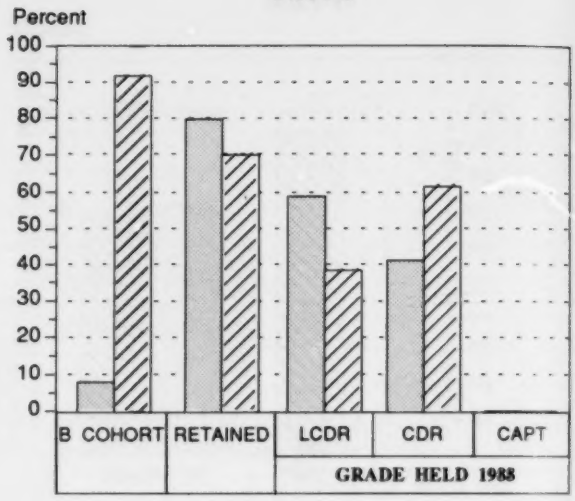
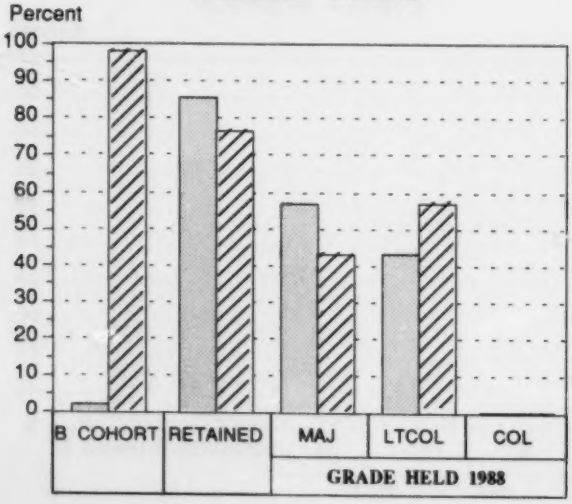
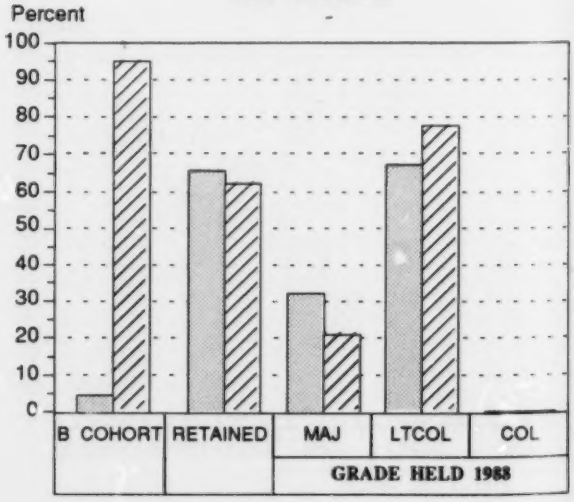


MARINE CORPS



AIR FORCE

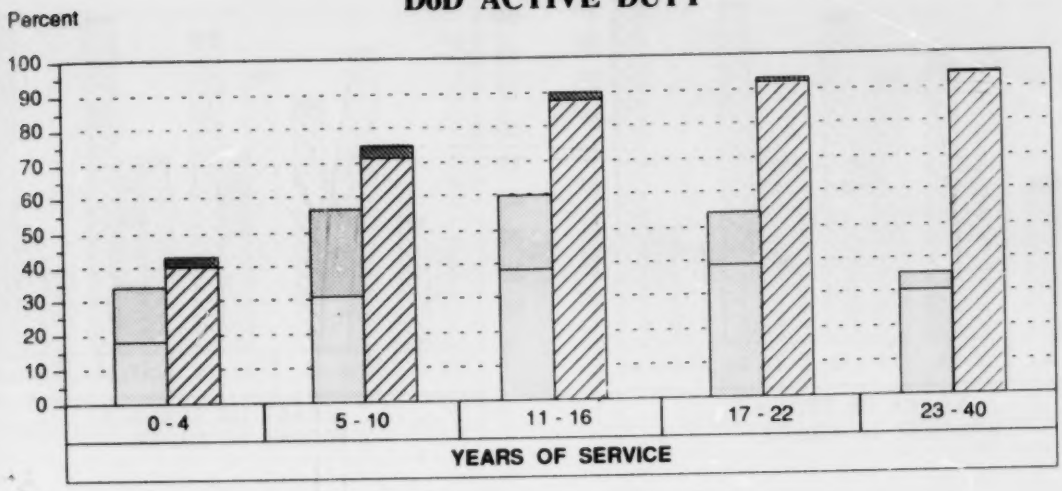


WOMEN

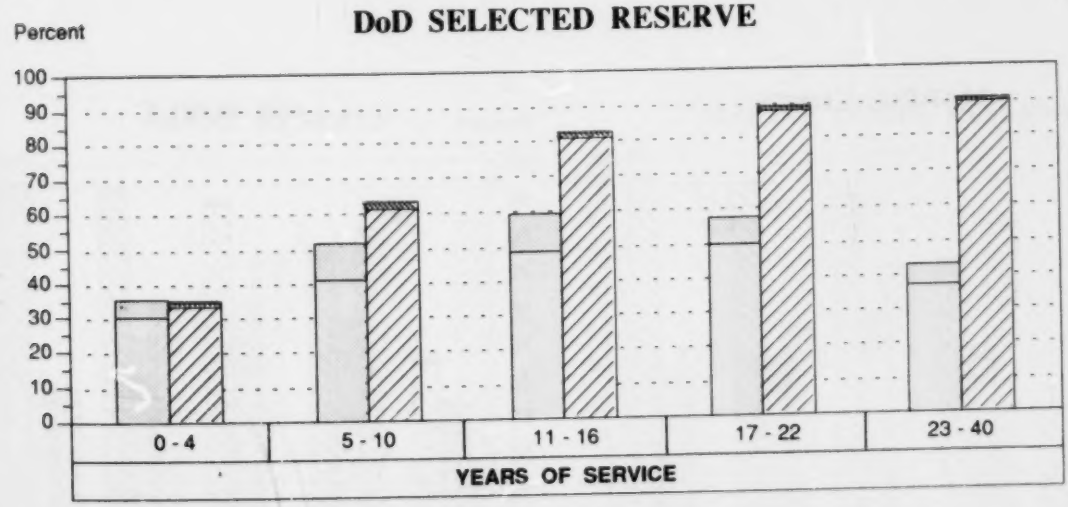
MEN

OFFICER PERSONNEL
PERCENT MARRIED BY YEARS OF SERVICE

DoD ACTIVE DUTY



DoD SELECTED RESERVE



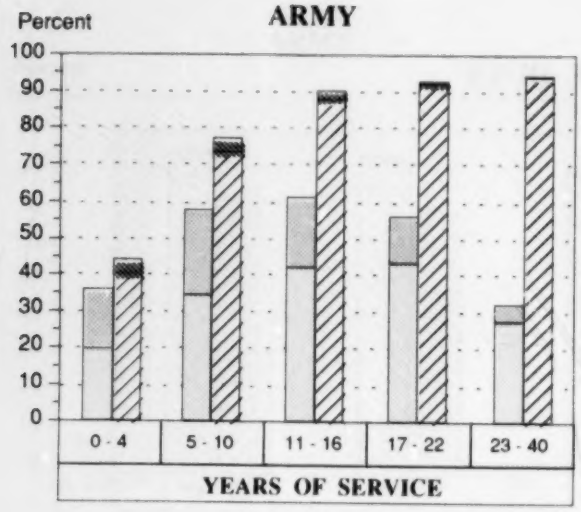
FEMALE MARRIED

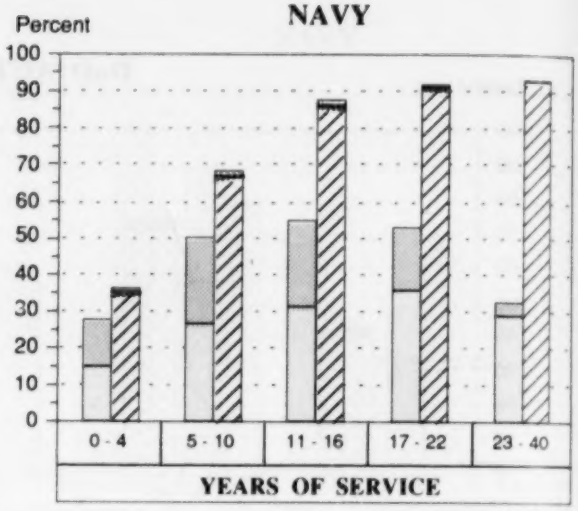
FEMALE MARRIED WITH DEPENDENTS

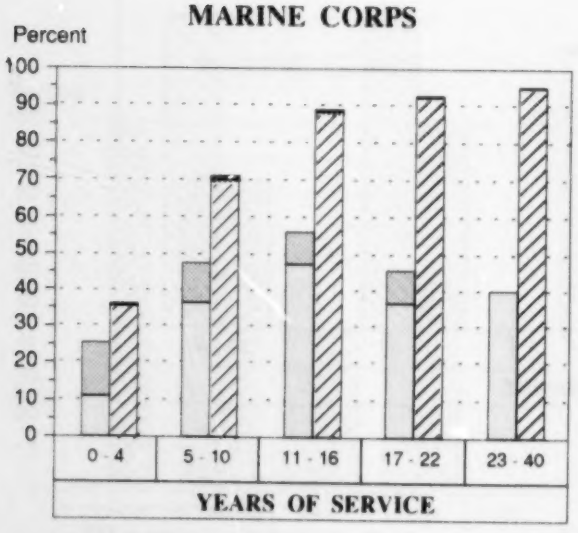
MALE MARRIED

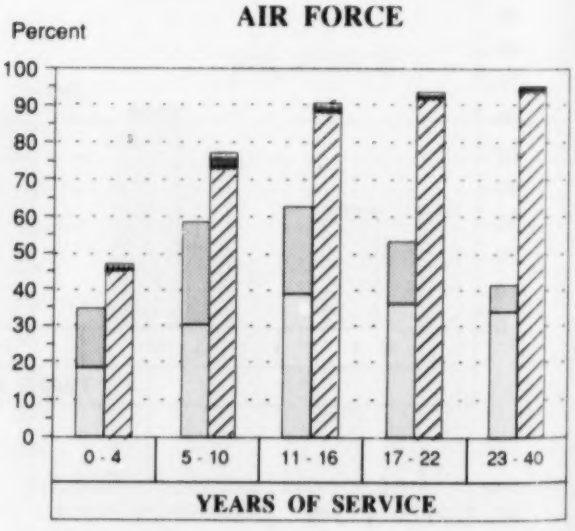
MALE MARRIED WITH DEPENDENTS

ACTIVE DUTY OFFICER PERSONNEL
PERCENT MARRIED BY YEARS OF SERVICE









FEMALE MARRIED

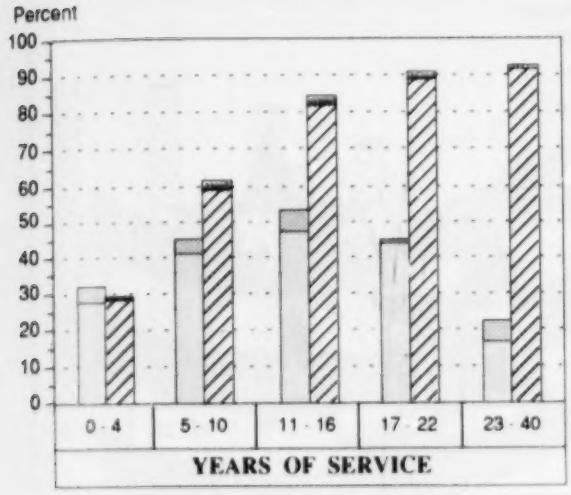
FEMALE MARRIED WITH DEPENDENTS

MALE MARRIED

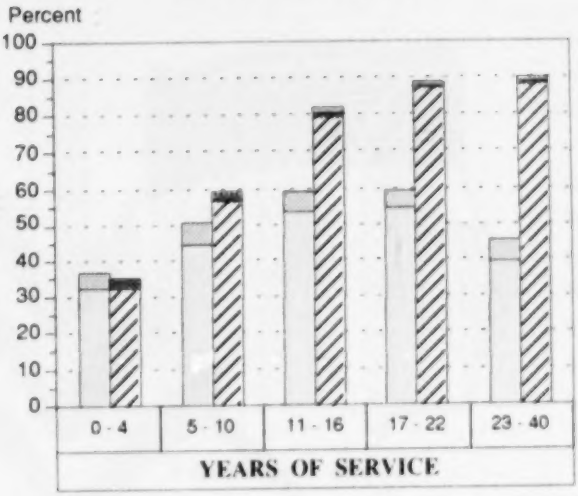
MALE MARRIED WITH DEPENDENTS

SELECTED RESERVE OFFICER PERSONNEL
PERCENT MARRIED BY YEARS OF SERVICE

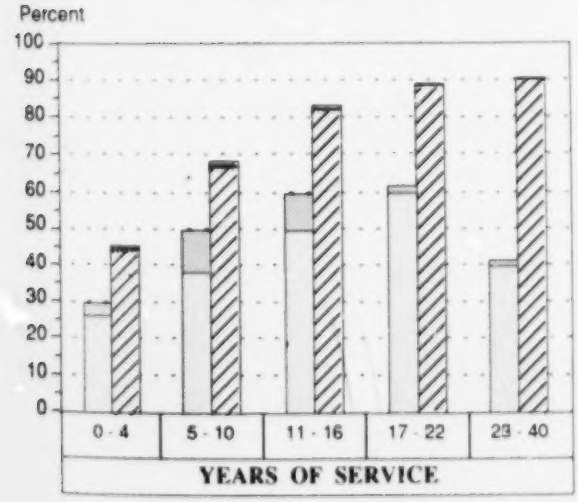
ARMY NATIONAL GUARD



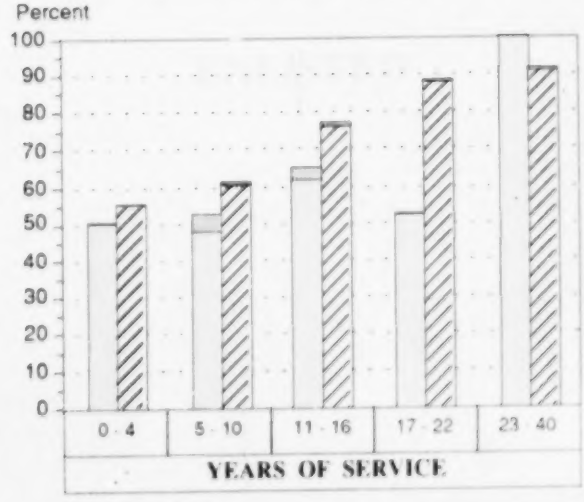
ARMY RESERVE



NAVAL RESERVE



MARINE CORPS RESERVE



FEMALE MARRIED

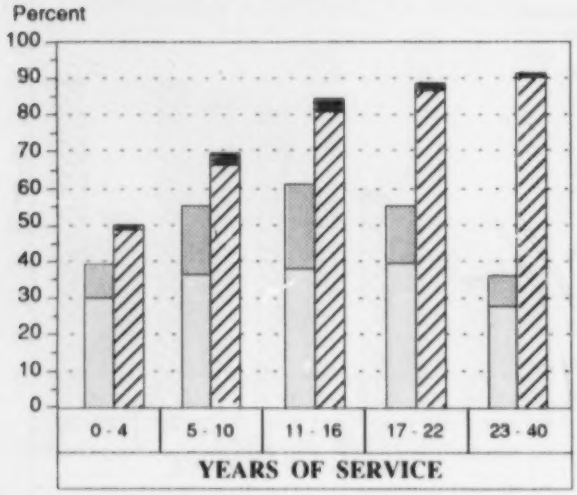
FEMALE MARRIED WITH DEPENDENTS

MALE MARRIED

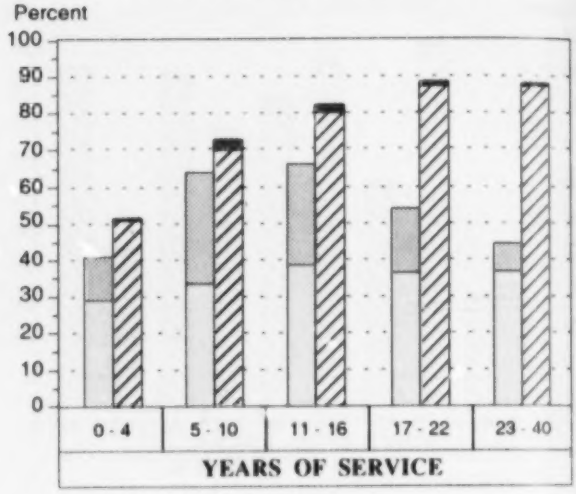
MALE MARRIED WITH DEPENDENTS

SELECTED RESERVE OFFICER PERSONNEL
PERCENT MARRIED BY YEARS OF SERVICE

AIR FORCE NATIONAL GUARD



AIR FORCE RESERVE



FEMALE MARRIED

FEMALE MARRIED WITH DEPENDENTS

MALE MARRIED

MALE MARRIED WITH DEPENDENTS

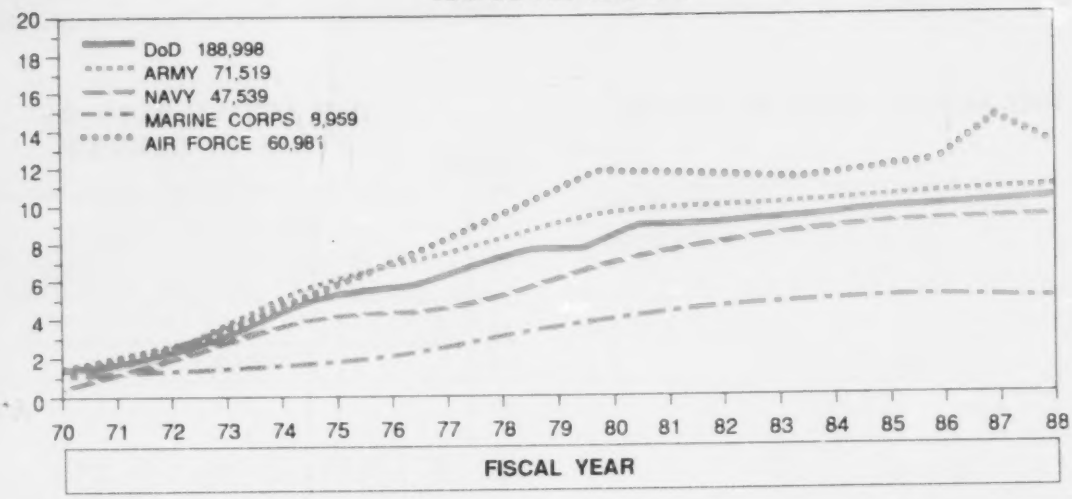
SECTION II

ENLISTED

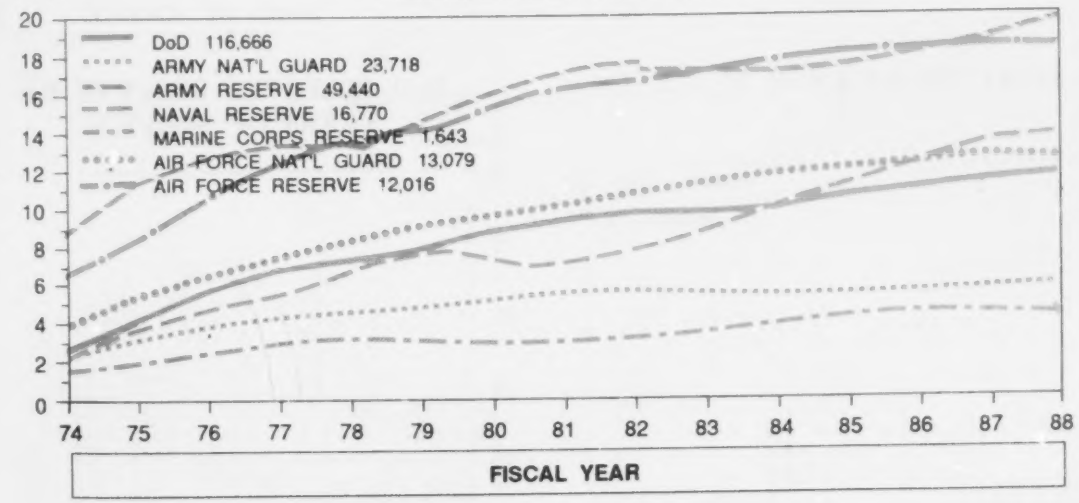
WOMEN AS A PERCENT OF ENLISTED END STRENGTH

The participation of women in the enlisted force has grown steadily since the early 1970's. This growth is expected to continue, as reflected on the following charts, as more and more women recognize the opportunities available to them in the active and reserve components of the military.

ACTIVE DUTY



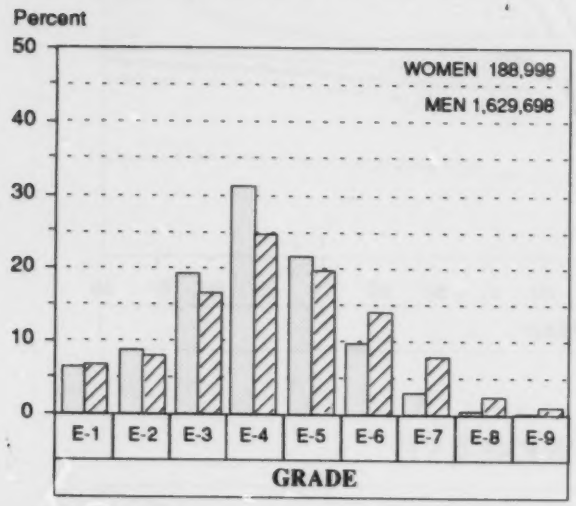
SELECTED RESERVE



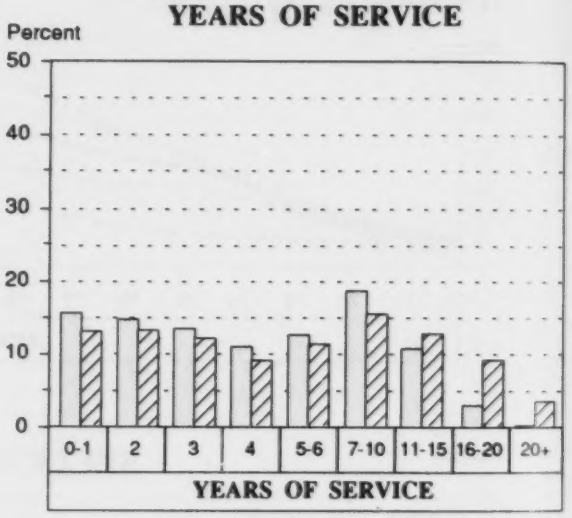
ENLISTED DISTRIBUTION BY GRADE AND YEARS OF SERVICE (YOS)

The Grade Distribution charts that follow show that enlisted women have a greater proportion of their population in the lower grades as compared to enlisted men. However, it must be remembered that women began entering the military in increasing numbers only in the last 15 years. This fact is amplified by the Years of Service Distribution charts. As shown, 86 percent of all enlisted women had 10 years or less of service, compared to 74 percent for their male counterparts. Since eligibility for promotion is based on time-in-service and time-in-grade, the grade distribution disparity will remain until the increased women's population matures through the force. With time, it is fully expected that their grade distribution pattern will more closely approximate that of the male population.

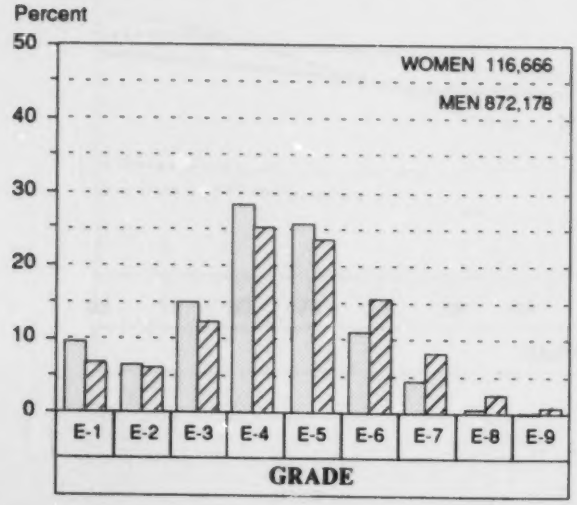
DoD ACTIVE DUTY BY GRADE



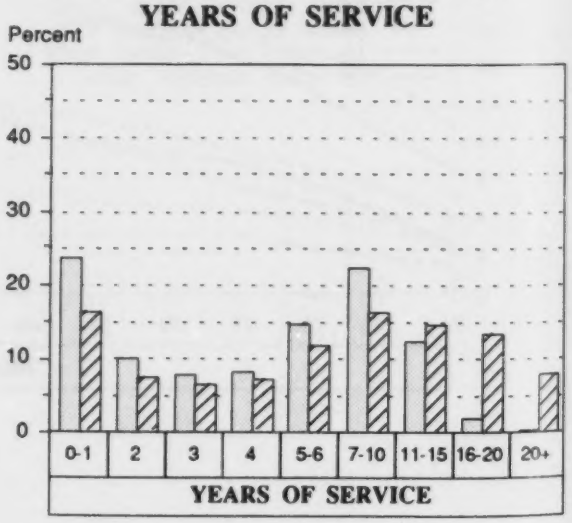
DoD ACTIVE DUTY BY YEARS OF SERVICE



DoD SELECTED RESERVE BY GRADE



DoD SELECTED RESERVE BY YEARS OF SERVICE

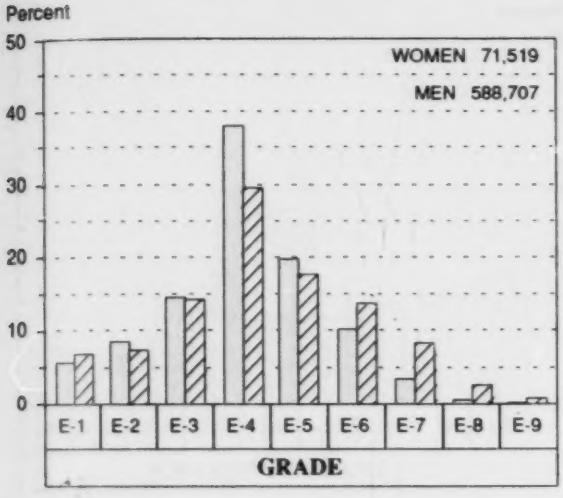


☐ WOMEN

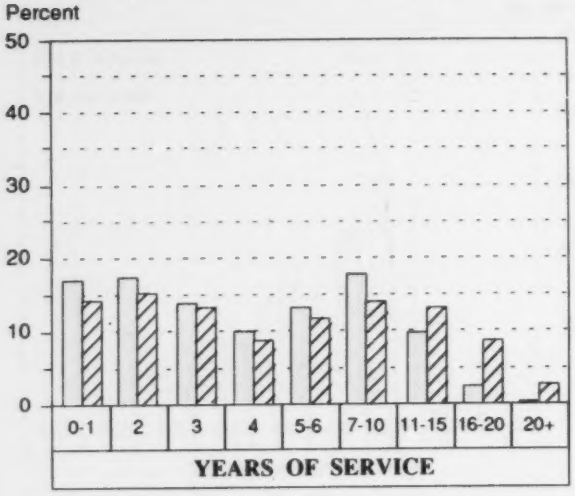
▨ MEN

ACTIVE DUTY
ENLISTED DISTRIBUTION

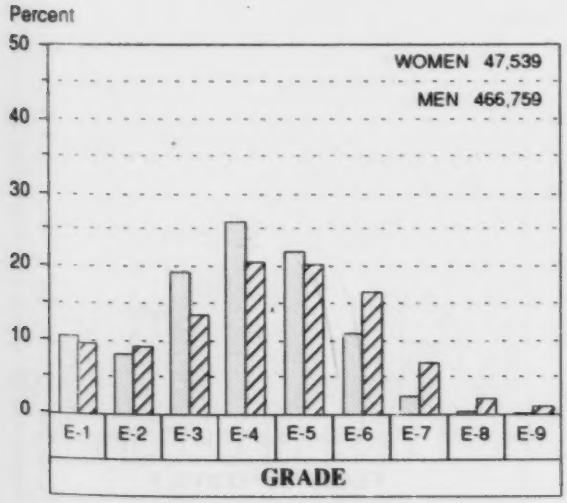
ARMY BY GRADE



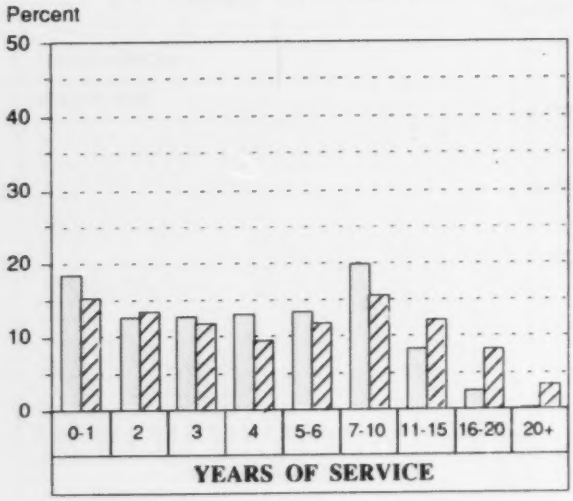
ARMY BY YEARS OF SERVICE



NAVY BY GRADE



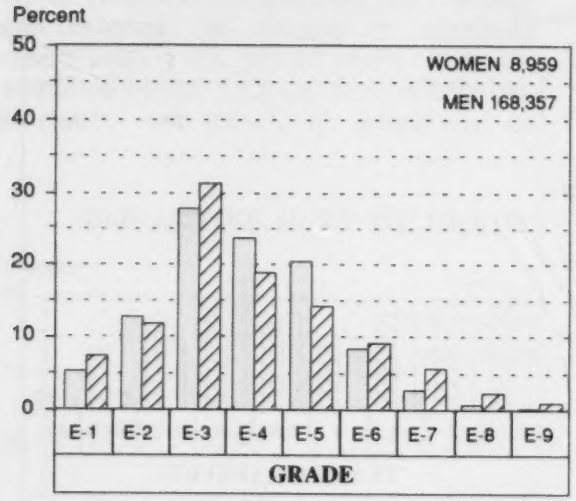
NAVY BY YEARS OF SERVICE



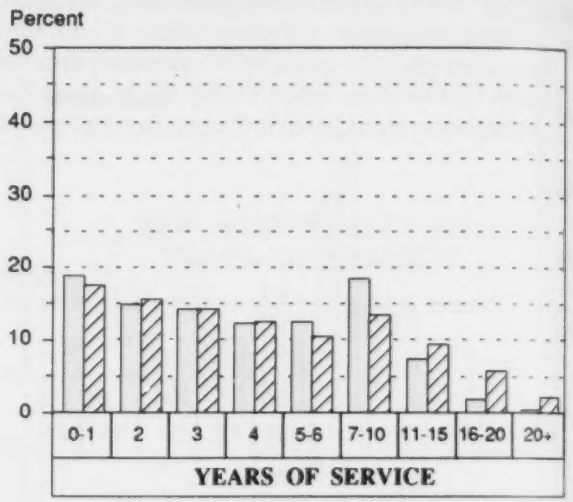
WOMEN ☐
MEN ▨

ACTIVE DUTY
ENLISTED DISTRIBUTION

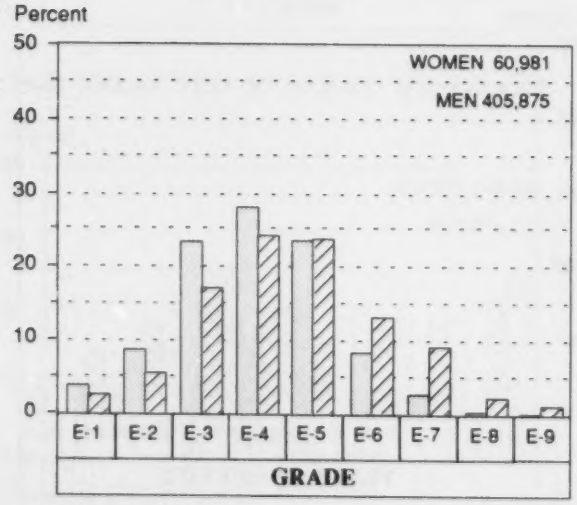
MARINE CORPS BY GRADE



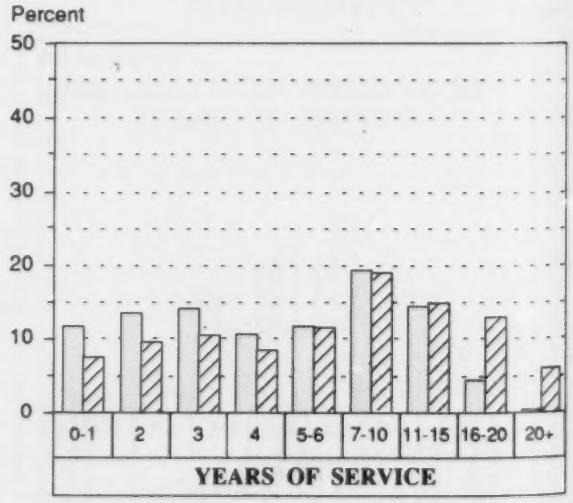
MARINE CORPS BY YEARS OF SERVICE



AIR FORCE BY GRADE



AIR FORCE BY YEARS OF SERVICE

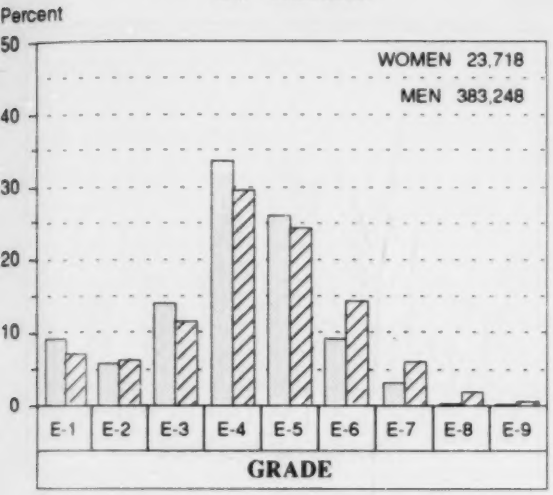


☐ WOMEN

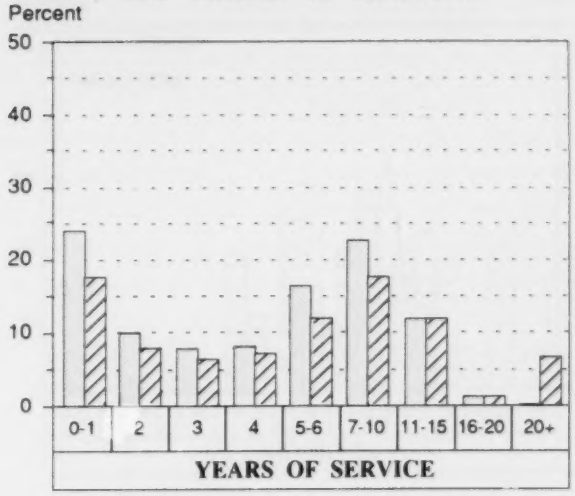
▨ MEN

SELECTED RESERVE
ENLISTED DISTRIBUTION

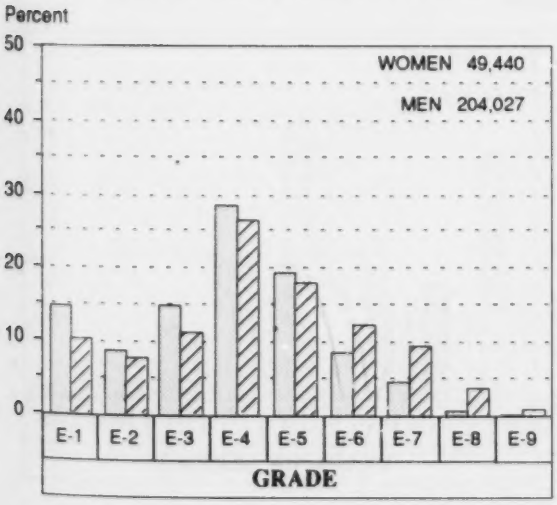
ARMY NATIONAL GUARD
BY GRADE



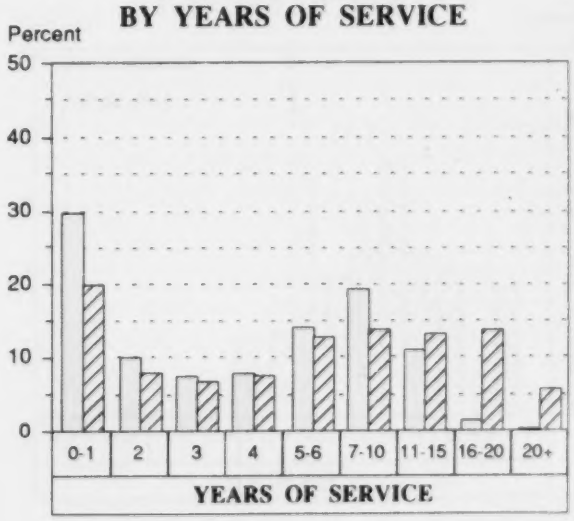
ARMY NATIONAL GUARD
BY YEARS OF SERVICE



ARMY RESERVE BY GRADE



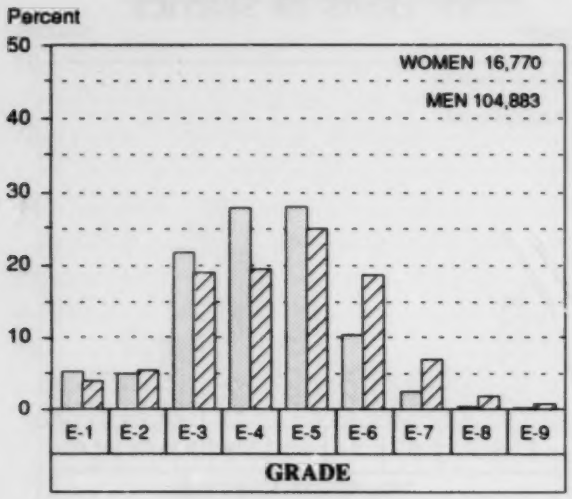
ARMY RESERVES
BY YEARS OF SERVICE



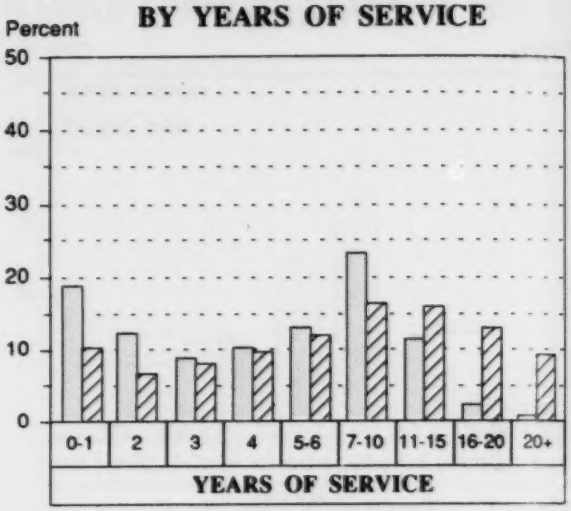
WOMEN ☐
MEN ▨

SELECTED RESERVE
ENLISTED DISTRIBUTION

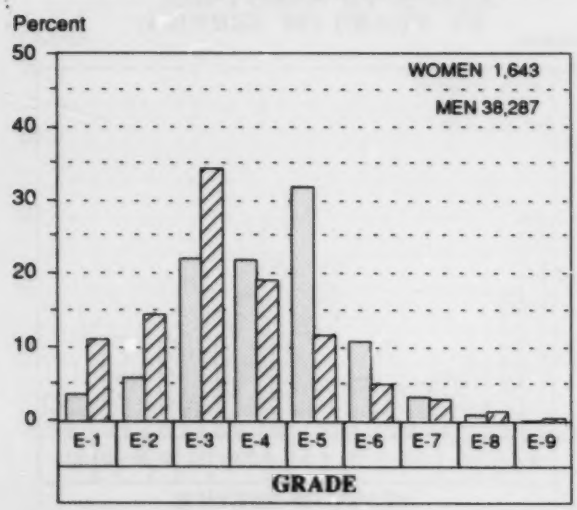
NAVAL RESERVE BY GRADE



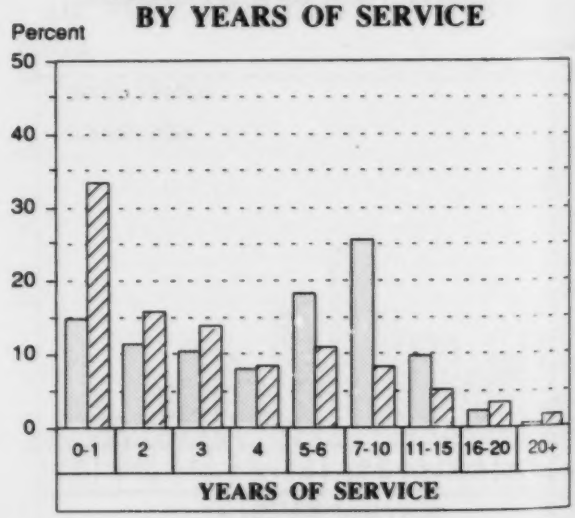
NAVAL RESERVE BY YEARS OF SERVICE



MARINE CORPS RESERVE BY GRADE



MARINE CORPS RESERVE BY YEARS OF SERVICE

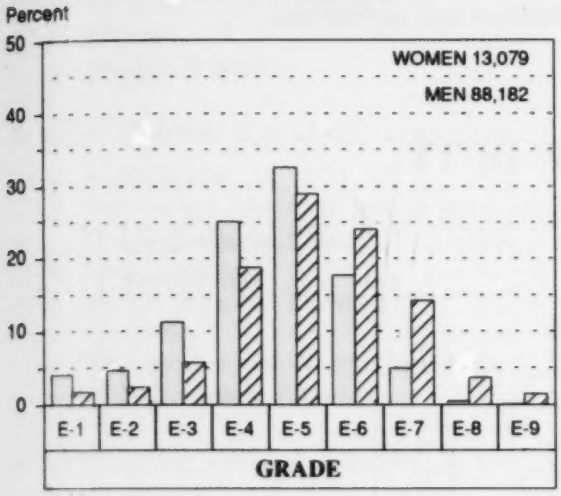


WOMEN

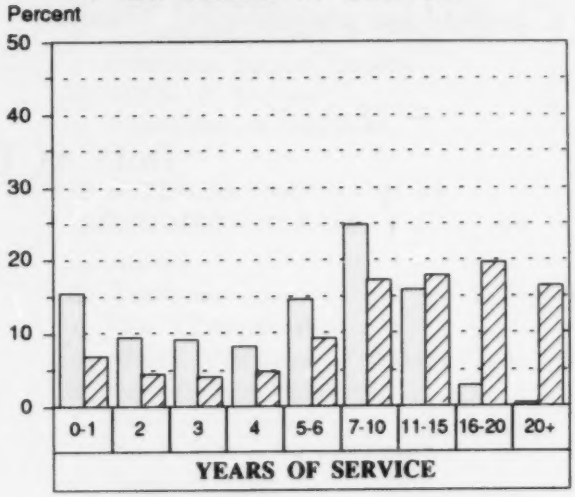
MEN

SELECTED RESERVE ENLISTED DISTRIBUTION

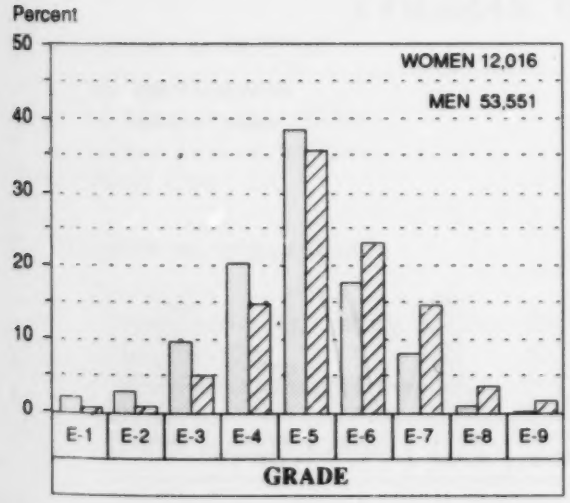
AIR FORCE NATIONAL GUARD BY GRADE



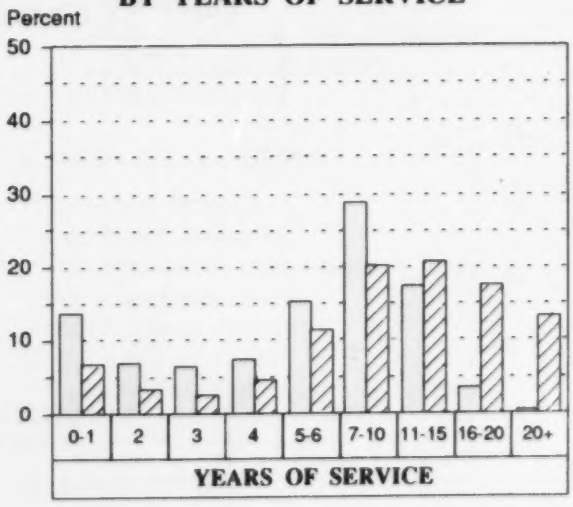
AIR FORCE NATIONAL GUARD BY YEARS OF SERVICE



AIR FORCE RESERVE BY GRADE



AIR FORCE RESERVES BY YEARS OF SERVICE



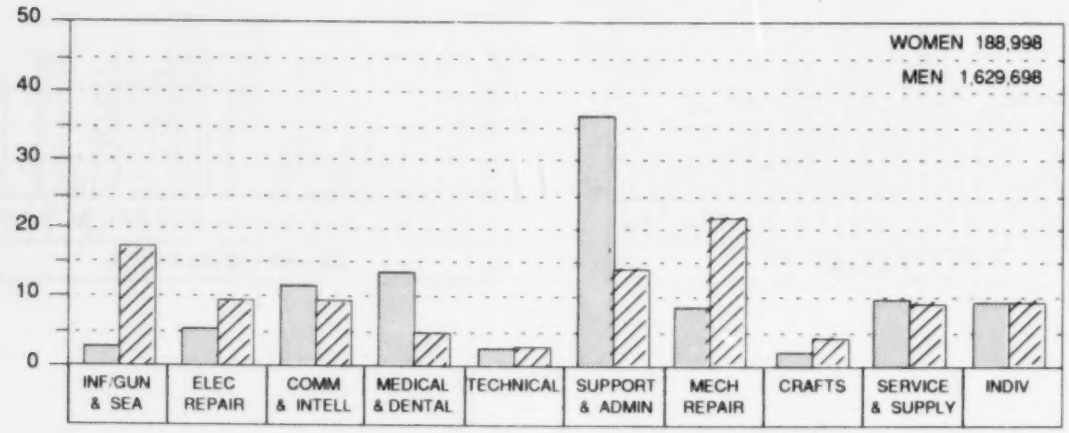
WOMEN ☐

MEN ▨

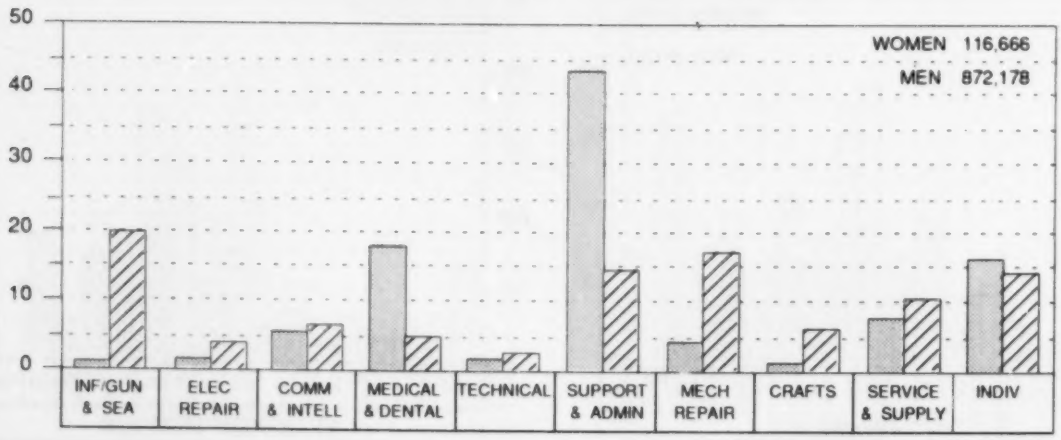
ENLISTED DISTRIBUTION BY OCCUPATION

Each Service classifies and manages enlisted personnel in a manner suited to satisfaction of its unique force structure requirement. The DoD occupation groupings provide a basis for comparison across all components. Today, many women continue to serve in traditional specialties (e.g. medical and administrative). However, opportunities exist for women in all fields except those where service is precluded based on specific restrictions associated with combat. Military personnel policies provide for full utilization of women, consistent with the intent of combat exclusion legislation and the individual's qualifications and aspirations.

DoD ACTIVE DUTY



DoD SELECTED RESERVE



WOMEN
MEN

ENLISTED OCCUPATION CATEGORIES

1. **INFANTRY, GUN CREW & SEAMANSHIP**
   a. Infantry
   b. Armor & Amphibian
   c. Combat Engineer
   d. Artillery / Gunnery, Rocket / Missile
   e. Air Crew
   f. Seaman
   g. Installation Security

2. **ELECTRONIC EQUIPMENT REPAIR**
   a. Radio / Radar
   b. Fire Control Electronic System (Non-Missile)
   c. Missile Guidance, Control & Checkout
   d. Sonar Equipment
   e. Nuclear Weapons Equipment
   f. Computers
   g. Teletype & Cryptographic Equipment
   h. Other Electronic Equipment

3. **COMMUNICATIONS & INTELLIGENCE**
   a. Radio & Radio Code
   b. Sonar
   c. Radar & Air Traffic Control
   d. Signal Intelligence / Electronic Warfare
   e. Intelligence
   f. Combat Operations Control
   g. Communications Center Operations

4. **MEDICAL & DENTAL**
   a. Medical Care
   b. Technical Medical Service
   c. Related Medical Services
   d. Dental Care

5. **TECHNICAL SPECIALIST**
   a. Photography
   b. Mapping, Surveying, Drafting & Illustrating
   c. Meteorology
   d. Ordnance Disposal and Diving
   e. Musician
   f. Technical Specialist, General

6. **FUNCTIONAL SUPPORT & ADMINISTRATION**
   a. Personnel
   b. Administration
   c. Clerical
   d. Data Processing
   e. Accounting, Finance & Disbursing
   f. Functional Support, General
   g. Morale & Welfare
   h. Information & Education

7. **ELECTRICAL / MECHANICAL EQUIPMENT REPAIR**
   a. Aircraft
   b. Automotive
   c. Wire Communication
   d. Missile Mechanical & Electrical
   e. Armament & Munitions
   f. Shipboard Propulsion
   g. Power Generating Equipment
   h. Precision Equipment
   i. Other Mechanical & Electrical Equipment

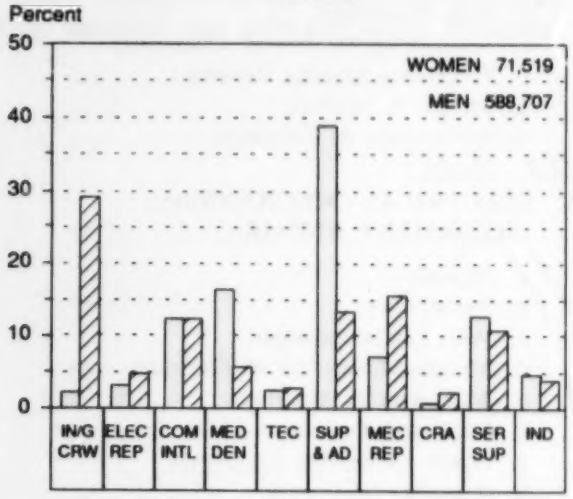
8. **CRAFTS**
   a. Metallurgy
   b. Construction
   c. Utilities
   d. Lithography
   e. Industrial Gas & Fuel Production
   f. Fabric, Leather & Rubber
   g. Other Craftsmen

9. **SERVICE & SUPPLY**
   a. Food Service
   b. Motor Transport
   c. Material Receipt, Storage & Issue
   d. Law Enforcement
   e. Personnel Service
   f. Auxiliary Labor
   g. Forward Area Equipment Support
   h. Other Services

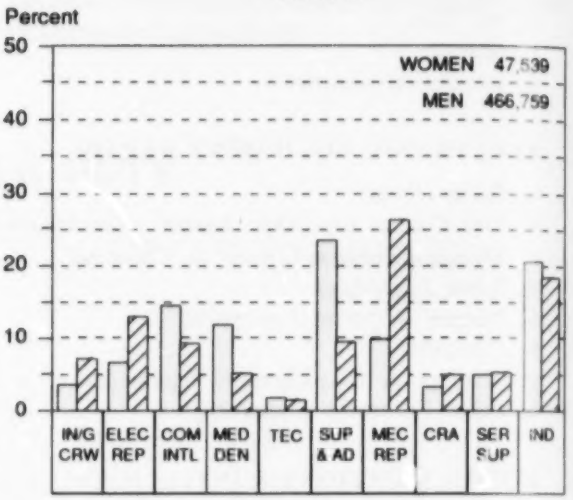
10. **INDIVIDUALS**
    a. Patients
    b. Students / Trainees
    c. Other

OCCUPATIONAL DISTRIBUTION OF ACTIVE DUTY ENLISTED

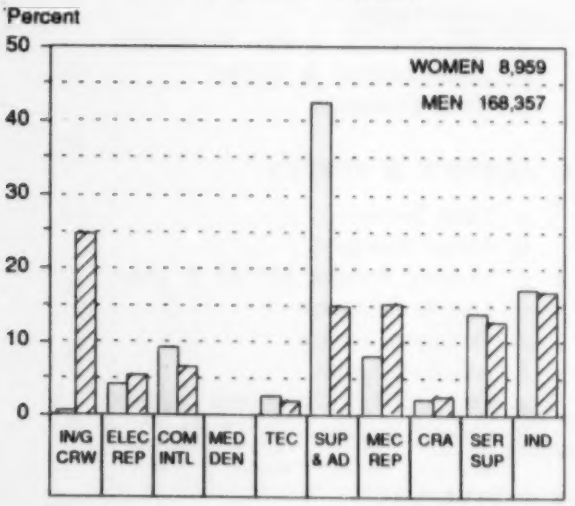
ARMY



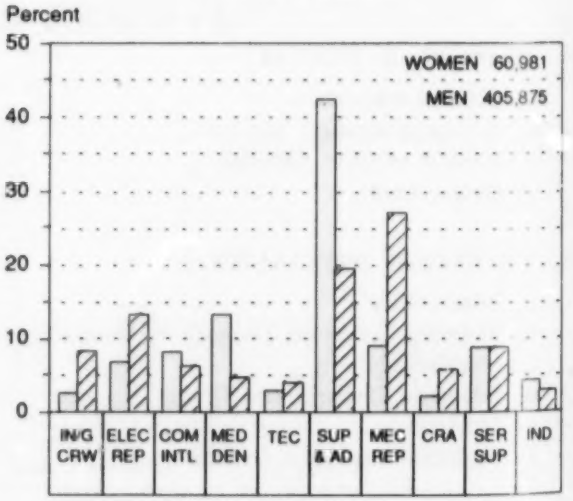
NAVY



MARINE CORPS



AIR FORCE

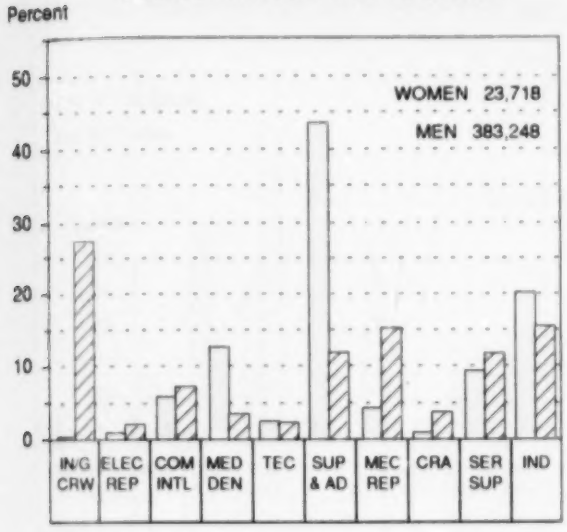


WOMEN

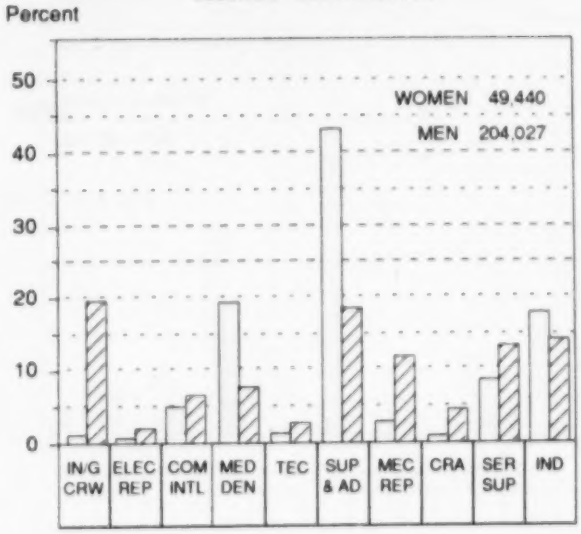
MEN

OCCUPATIONAL DISTRIBUTION OF SELECTED RESERVE ENLISTED

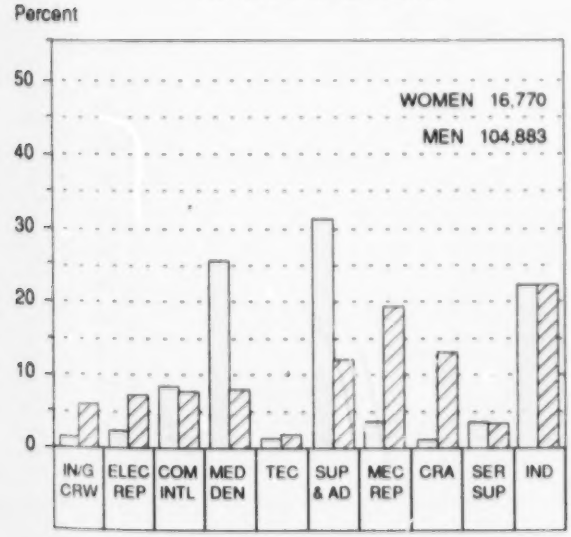
ARMY NATIONAL GUARD



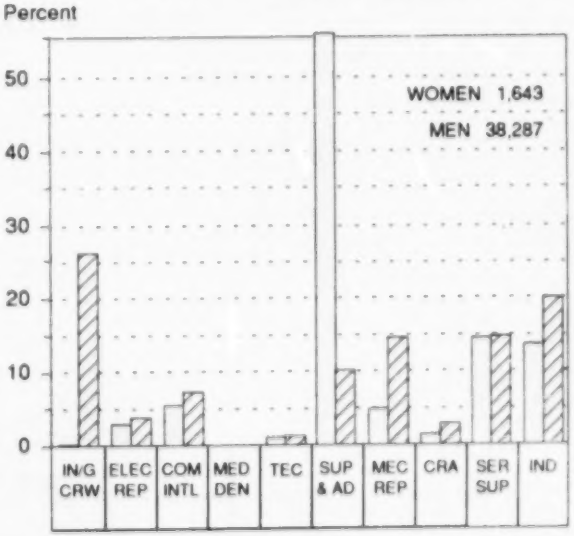
ARMY RESERVE



NAVAL RESERVE



MARINE CORPS RESERVE

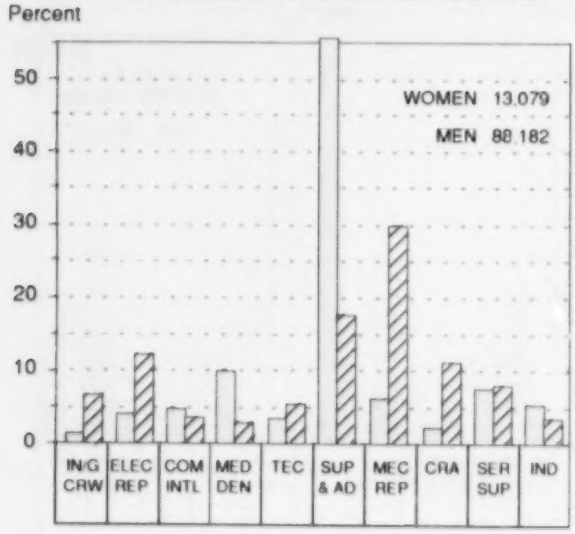


WOMEN ☐

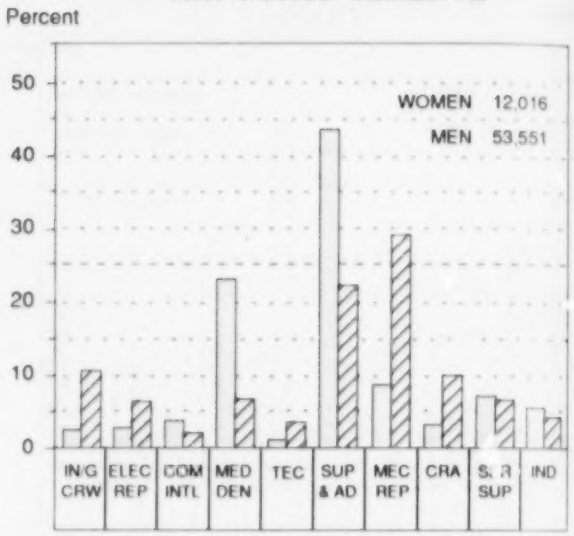
MEN ▨

OCCUPATIONAL DISTRIBUTION OF SELECTED RESERVE ENLISTED

AIR FORCE NATIONAL GUARD



AIR FORCE RESERVE



☐ WOMEN

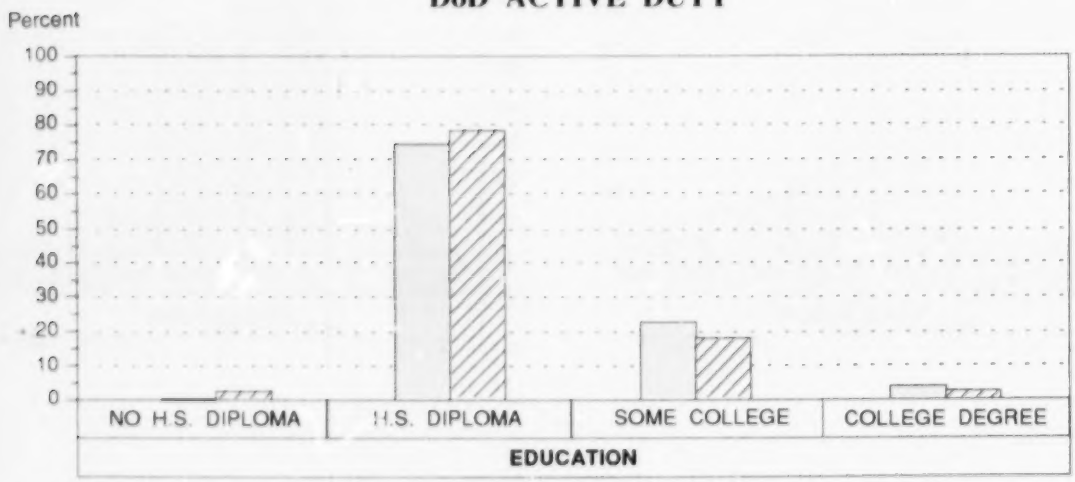
▨ MEN

ENLISTED EDUCATION LEVELS

Several studies have shown that level of education correlates highly with most measures of quality. Therefore, it is an important indicator of potential, both at time of enlistment and promotion. All Services seek enlistees who have graduated from high school. In general, graduation from high school (or GED equivalency) is a prerequisite for advancement to NCO/Petty Officer.

FY 1988

DoD ACTIVE DUTY



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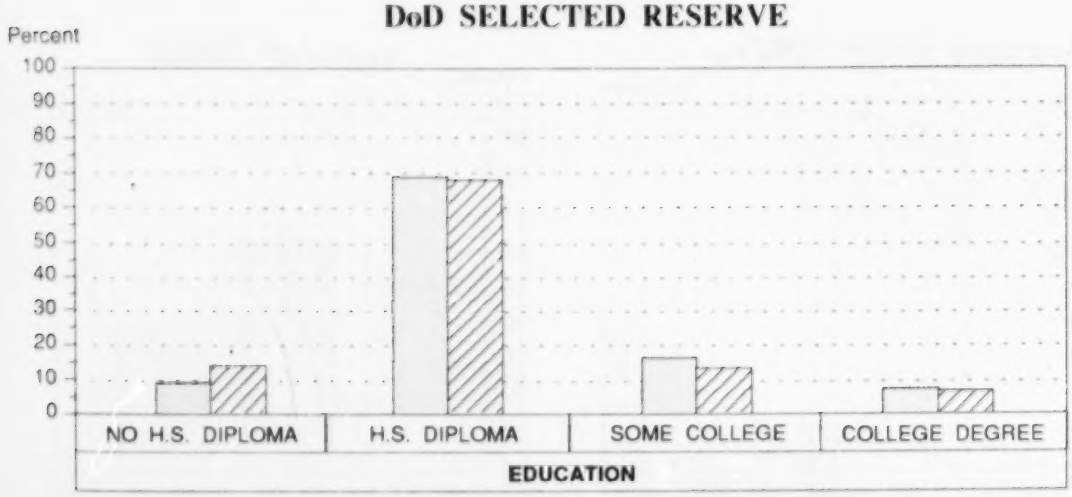
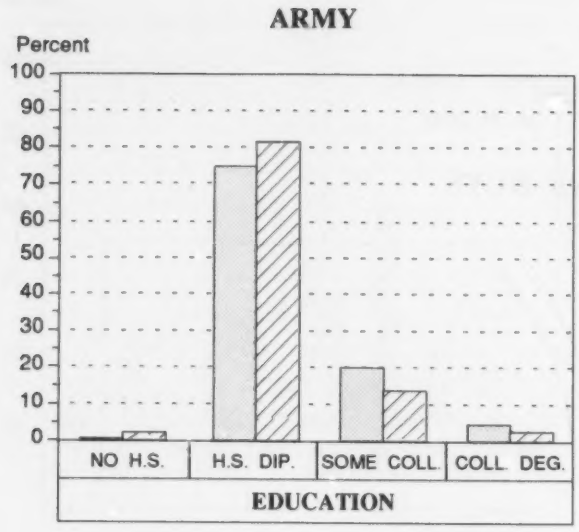
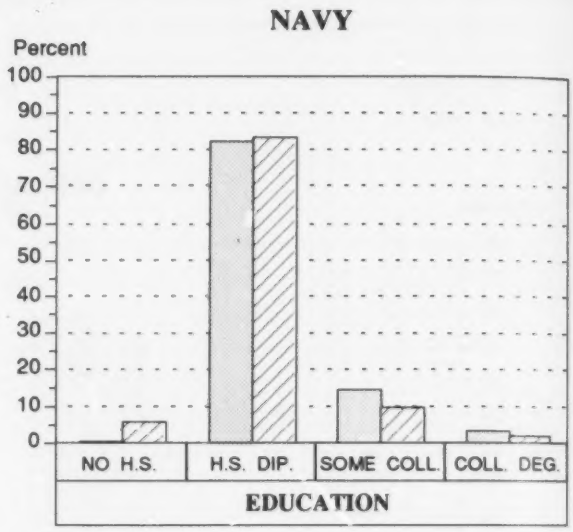
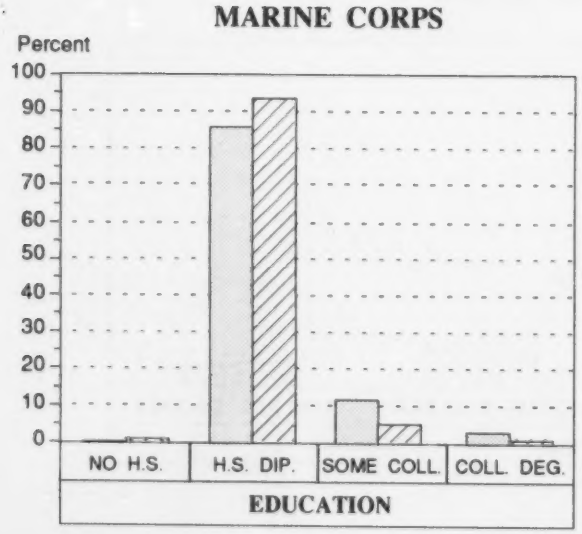


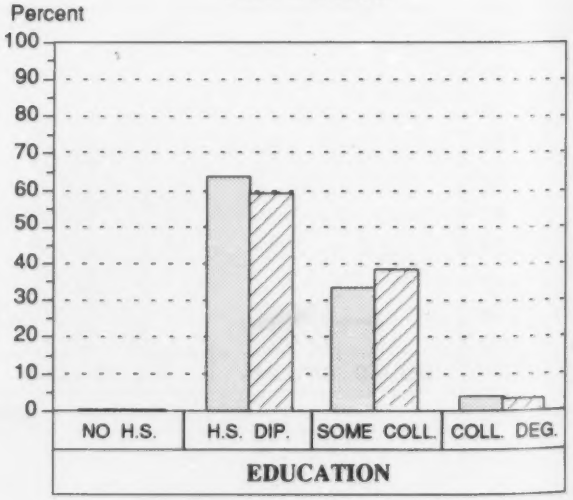
WOMEN ☐
MEN ▨

ACTIVE DUTY
ENLISTED EDUCATION LEVELS







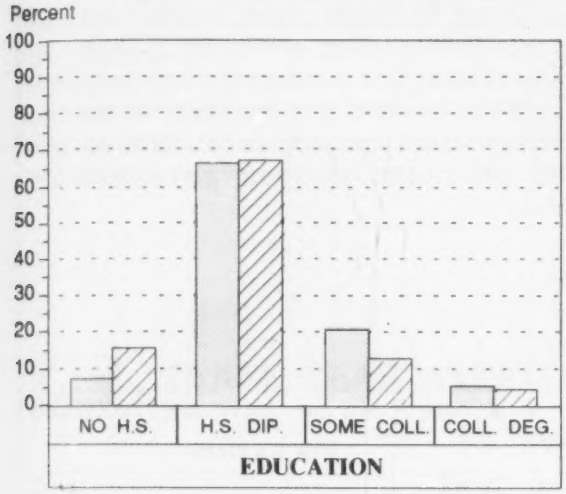


WOMEN

MEN

SELECTED RESERVE
ENLISTED EDUCATION LEVELS

ARMY NATIONAL GUARD



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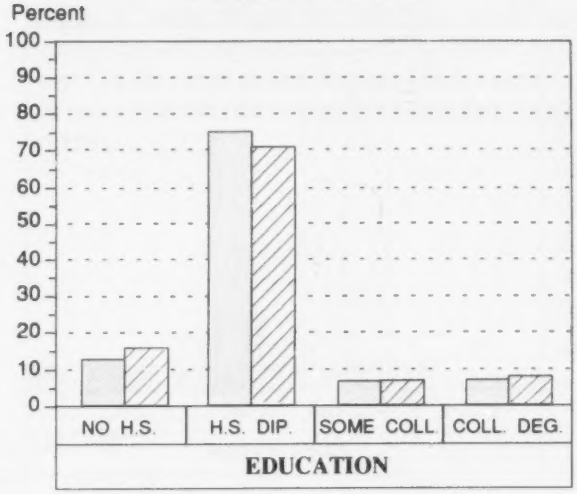
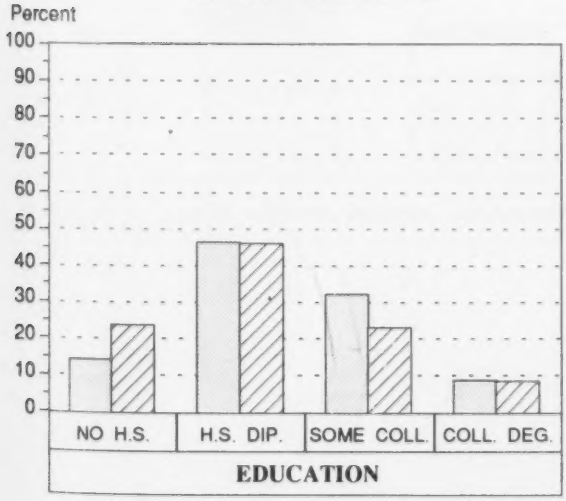
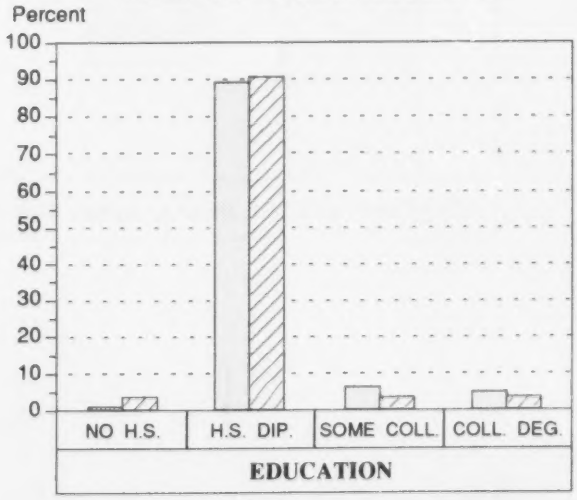


NAVAL RESERVE



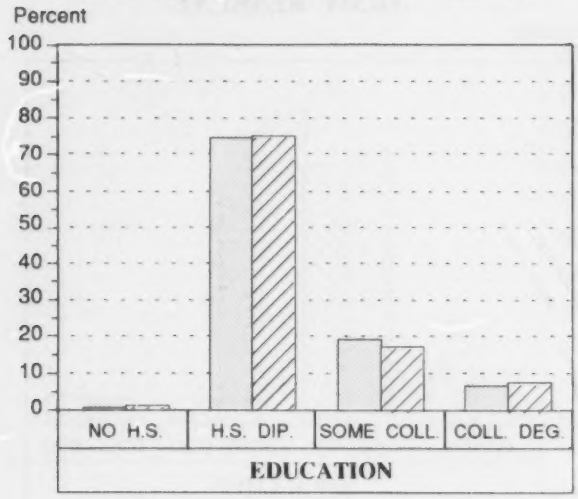
MARINE CORPS RESERVE



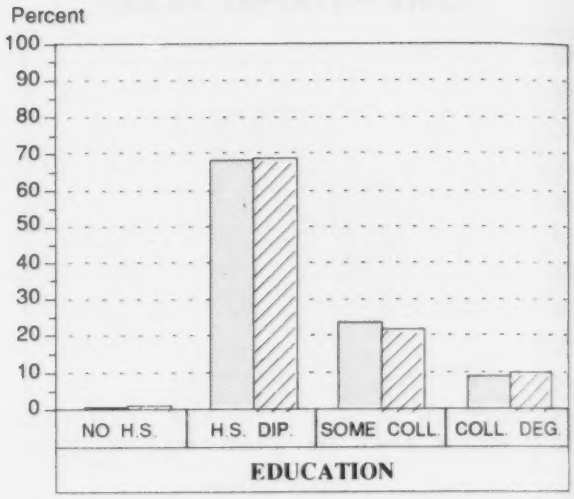
WOMEN ☐
MEN ▨

ACTIVE DUTY
ENLISTED EDUCATION LEVELS

AIR FORCE NATIONAL GUARD



AIR FORCE RESERVE



☐ WOMEN

▨ MEN

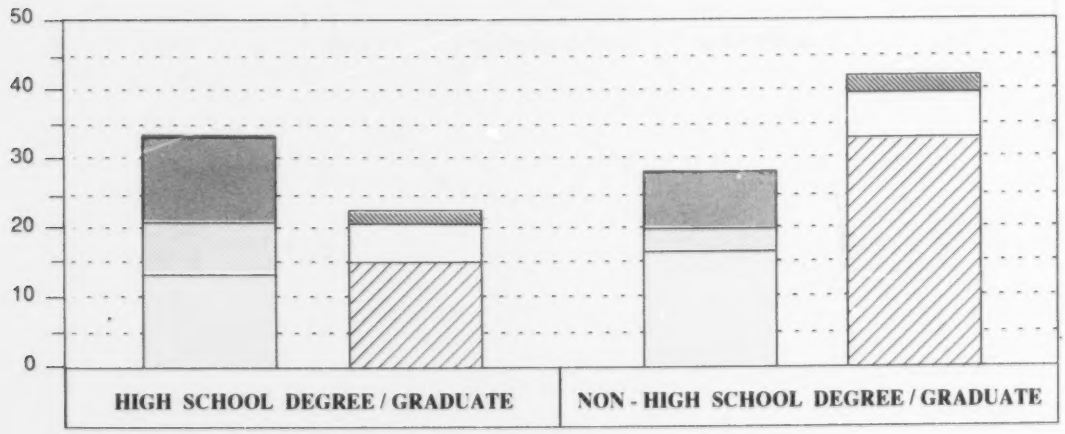
RETENTION OF ENLISTED PERSONNEL

The retention of enlisted personnel is critical to achievement of manpower objectives. Each component must carefully manage enlistments and reenlistments in order to develop programmed grade, skill and experience characteristics essential to manning the force structure. Retention affects every aspect of personnel planning (e.g., recruiting, training, distribution, promotion and separation). The rates vary in response to incentives (e.g. bonuses or education), the economic environment, the component environment (e.g. promotion opportunity, frequency of overseas assignment or sea duty), and the individual member's propensity to serve.

Retention can be measured in several ways. In each case, retention is the proportion of a specific category of members remaining within that category over a period of time. Thus, different types of rates reflect the behavior of different categories of personnel over different periods of time. In this section are depicted three measures of retention: attrition, continuation and reenlistments.

THREE YEAR ATTRITION BY SEX & EDUCATION

FY 1985 COHORT
DoD ACTIVE DUTY

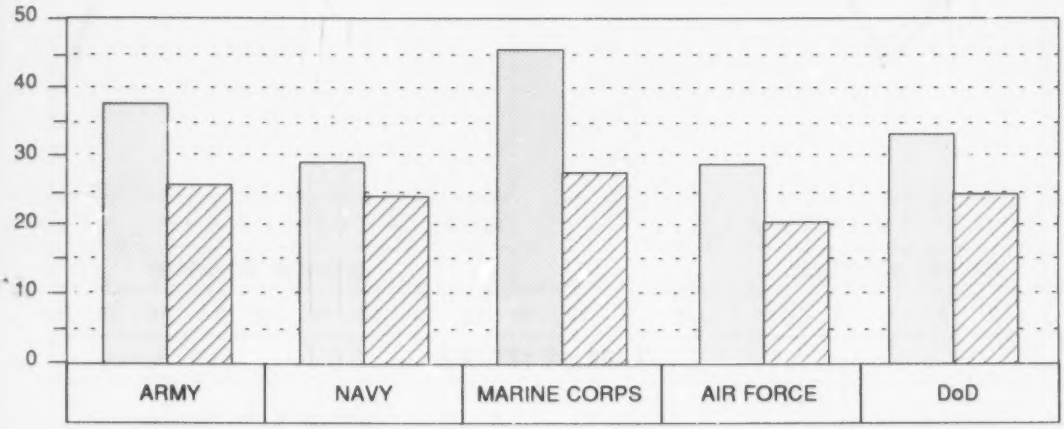


ACTIVE DUTY

THREE YEAR ATTRITION BY SEX & SERVICE
FY 1985 COHORT

Attrition is the loss of enlisted personnel prior to completion of the first term of enlistment. It is expressed as the cumulative percent of an NPS cohort that leaves the service early.

DoD

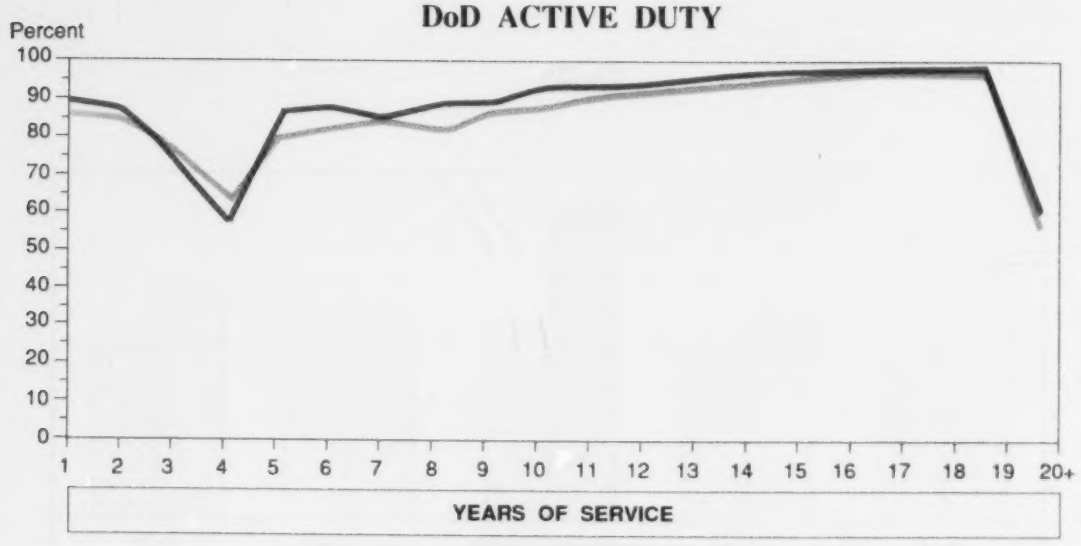


WOMEN ☐
MEN ▨

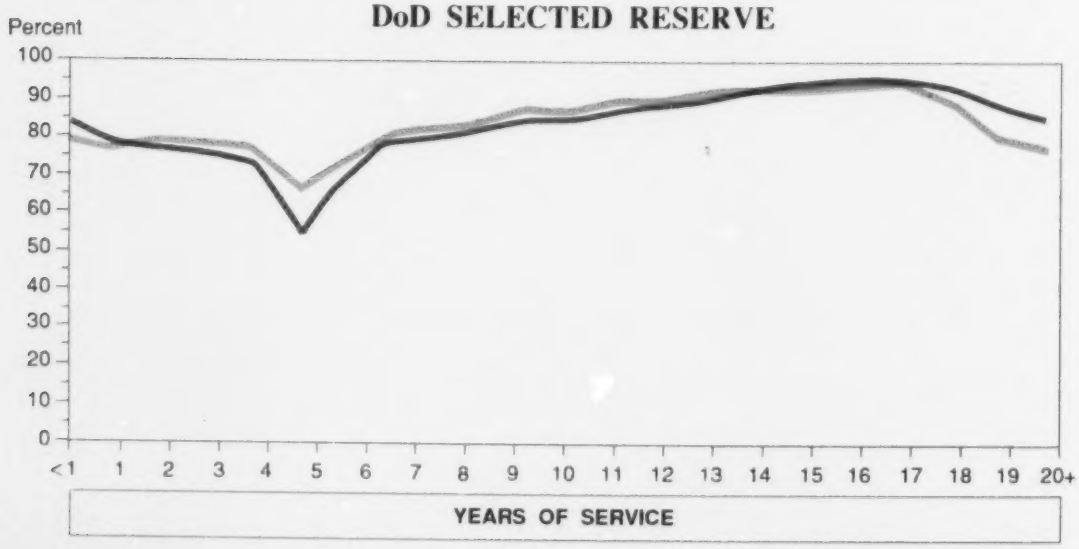
FY 88 CONTINUATION BY YOS

Continuation rates reflect the percentage of those on the rolls at the beginning of the fiscal year who were still there at the end of the fiscal year. The following charts depict continuation rates by years of service groupings. Unlike the active force where 20 years is a major force adjustment point, the majority of National Guard and Reserve enlisted members tend to continue beyond 20 years at relatively stable rates.

DoD ACTIVE DUTY



DoD SELECTED RESERVE

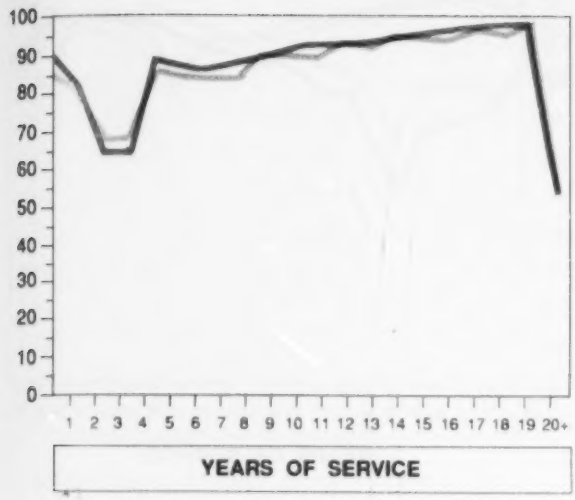


WOMEN

MEN

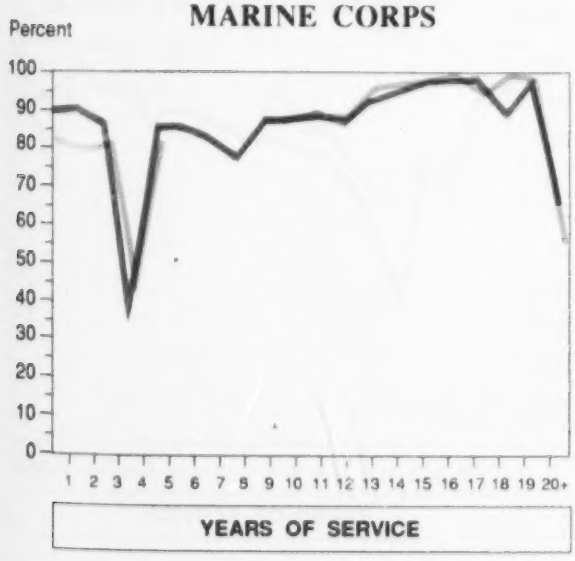
ACTIVE DUTY ENLISTED
PERCENT CONTINUING DURING FY 88

ARMY

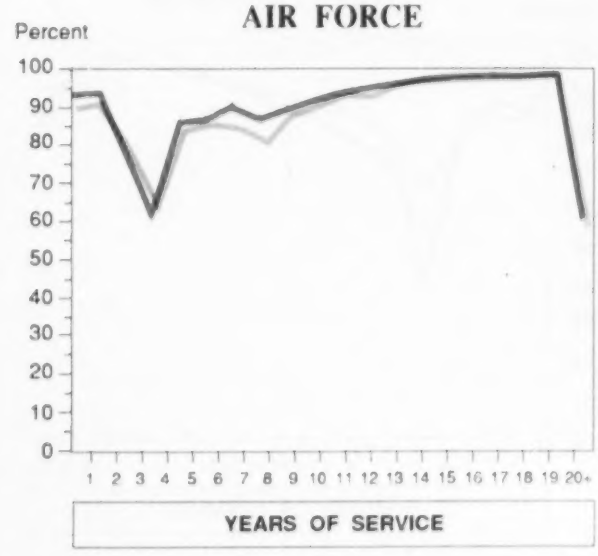


NAVY

MARINE CORPS

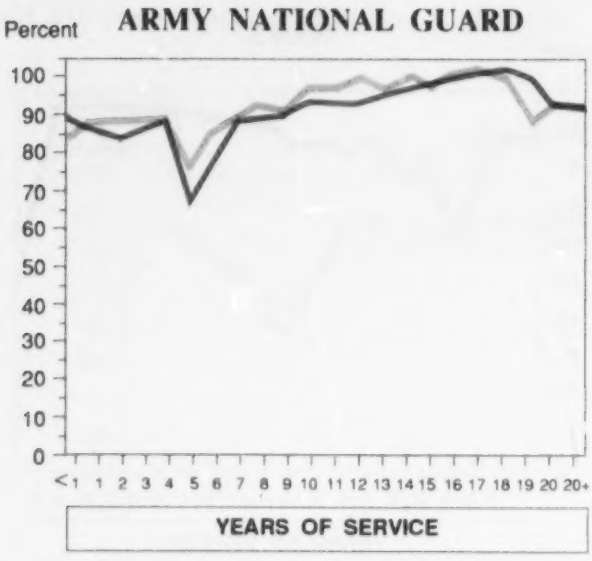


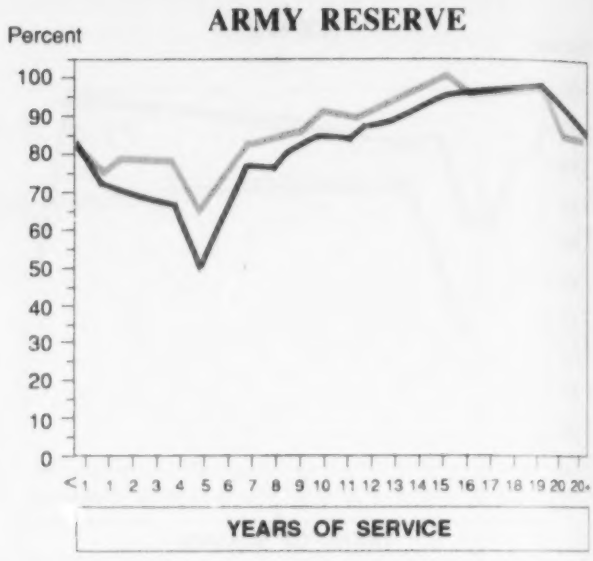
AIR FORCE

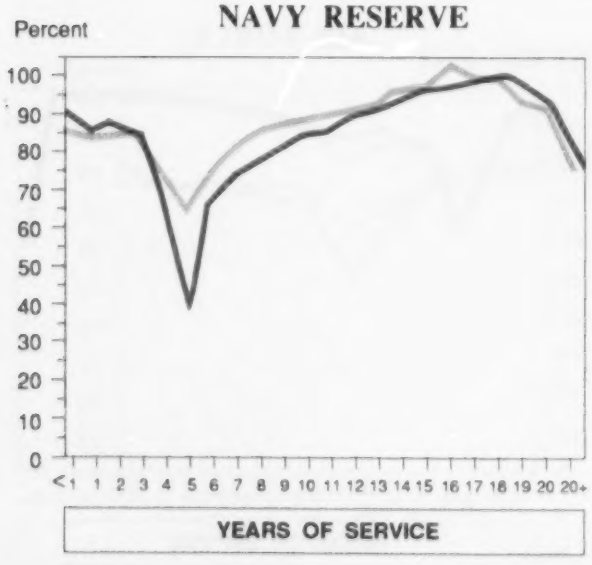


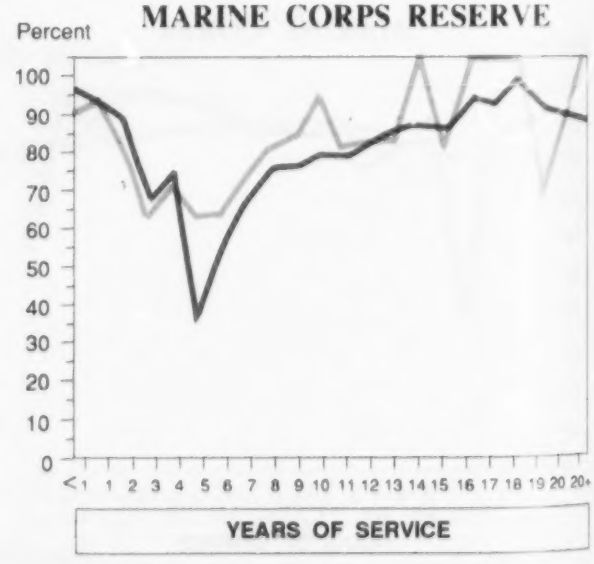
WOMEN
MEN

SELECTED RESERVE ENLISTED
PERCENT CONTINUING DURING FY 88







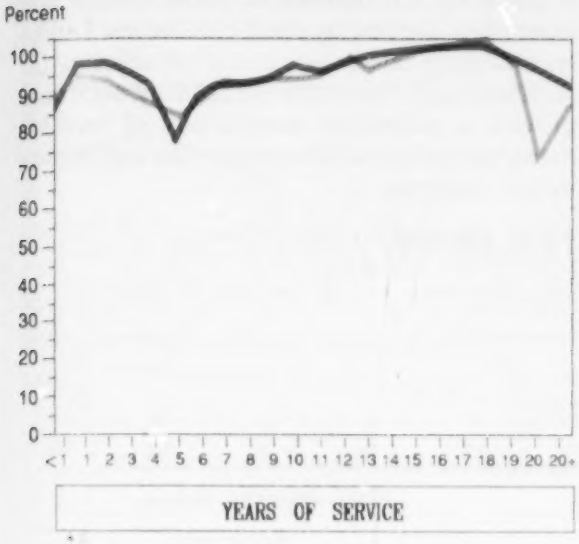


WOMEN

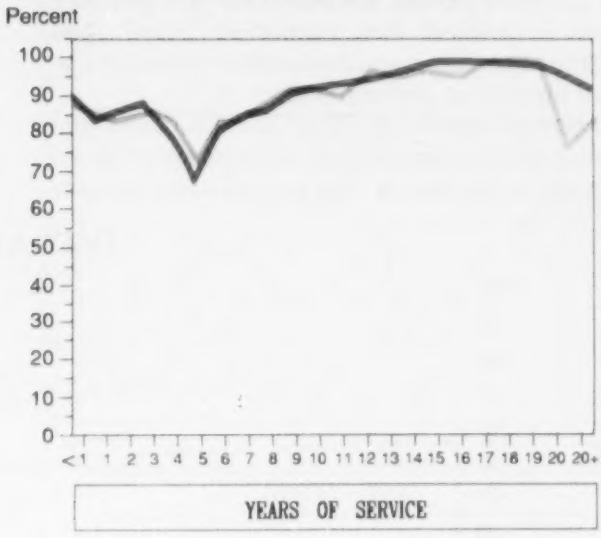
MEN

SELECTED RESERVE ENLISTED
PERCENT CONTINUING DURING FY 88

AIR FORCE NATIONAL GUARD



AIR FORCE RESERVE



WOMEN
MEN

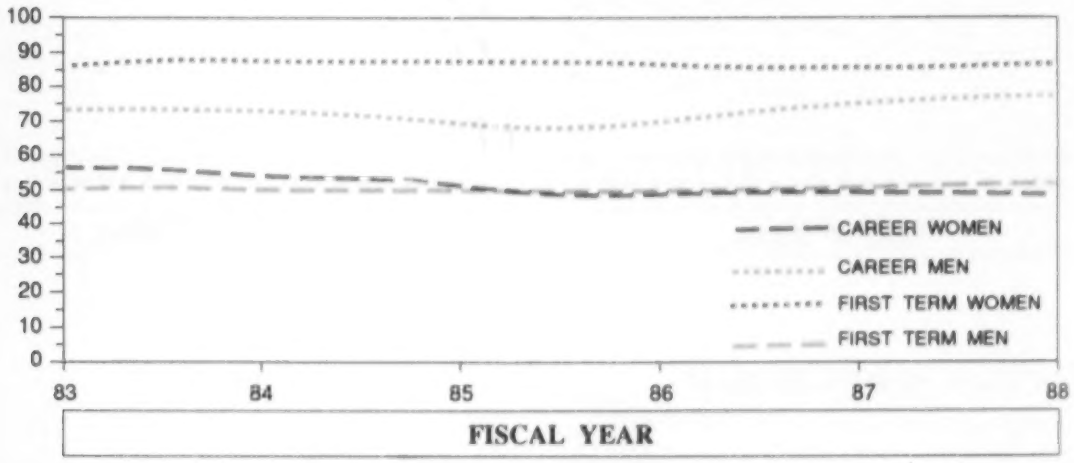
REENLISTMENT RATES

Enlisted members enter the military under specified terms of enlistment. They remain on duty by fulfilling their obligation and then reenlisting or extending. A reenlistment or extension represents a commitment to remain on duty for a specified period. Reenlistment is a privilege that is granted, like promotion, based upon component needs and the member's demonstrated manner of performance.

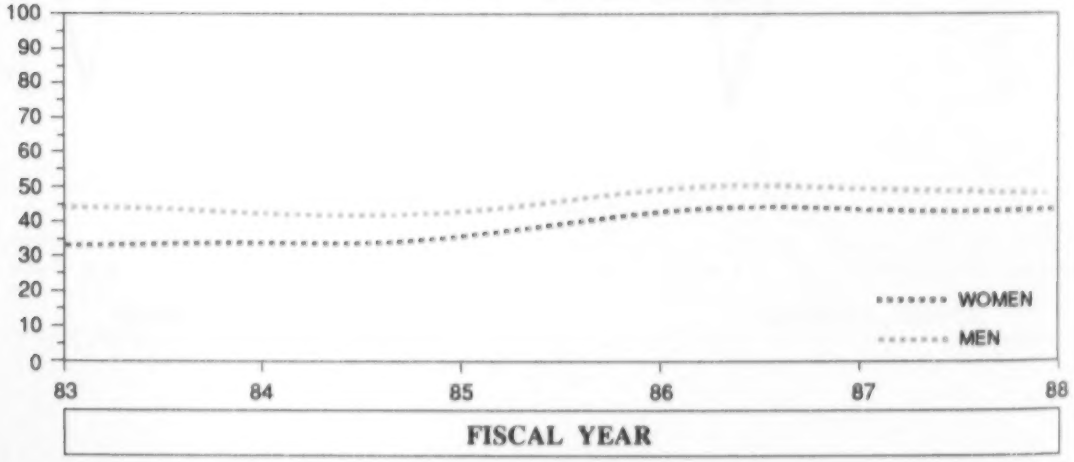
Reenlistment objectives are a fundamental component of the enlisted management program for the active forces. The historic rates of reenlistment are calculated by dividing the number of reenlistees by the number of eligibles over a specified period of time.

Reenlistment data presented on the Selected Reserve is displayed as a percentage factor and is based on the number of reenlistments and extensions divided by itself plus losses. Unlike reenlistment rates, this ratio is not adjusted for such factors as reenlistment eligibility, but it does provide a consistent comparison of reenlistment/extension rates between men and women in the component.

DoD ACTIVE DUTY

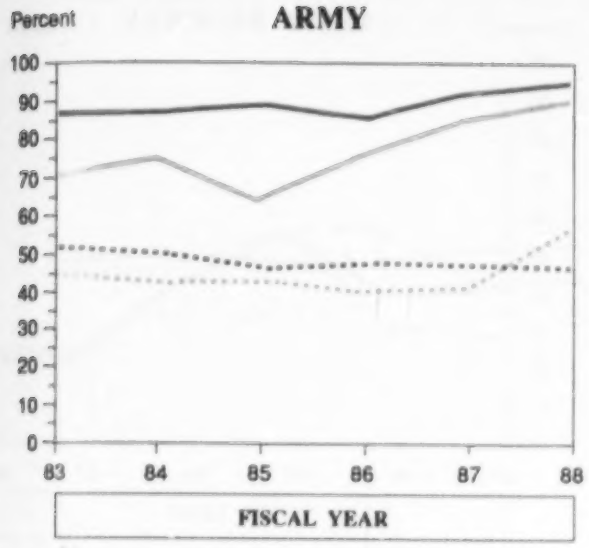


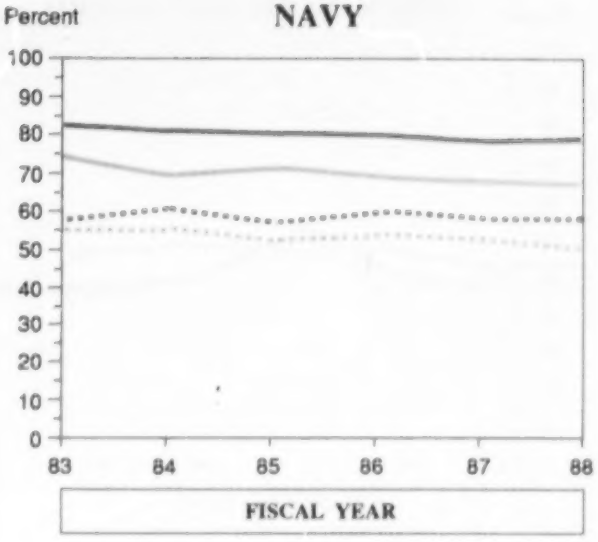
DoD SELECTED RESERVE

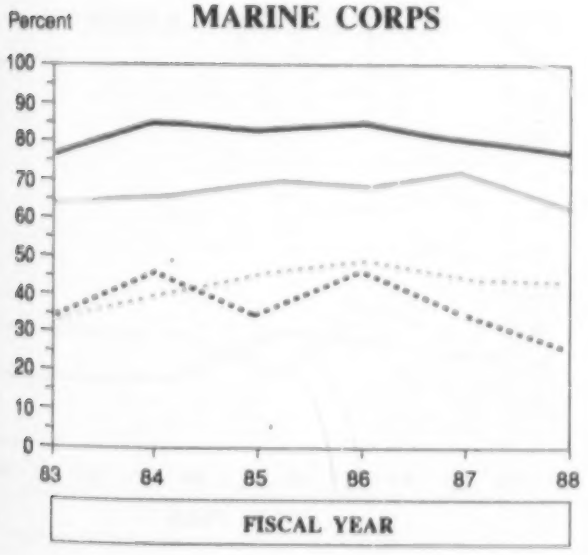


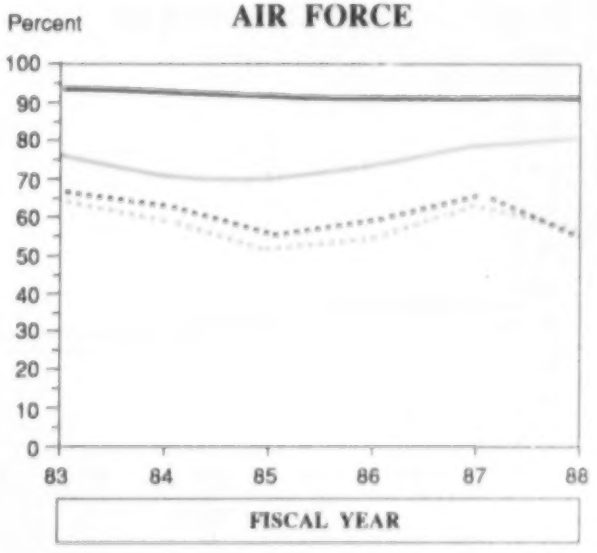
NOTE : Selected Reserve Reenlistment Data is not categorized by career or first term.

ACTIVE DUTY
REENLISTMENT RATES



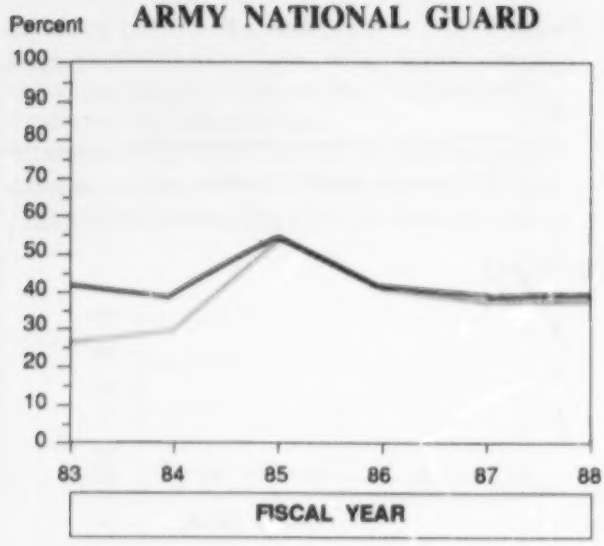


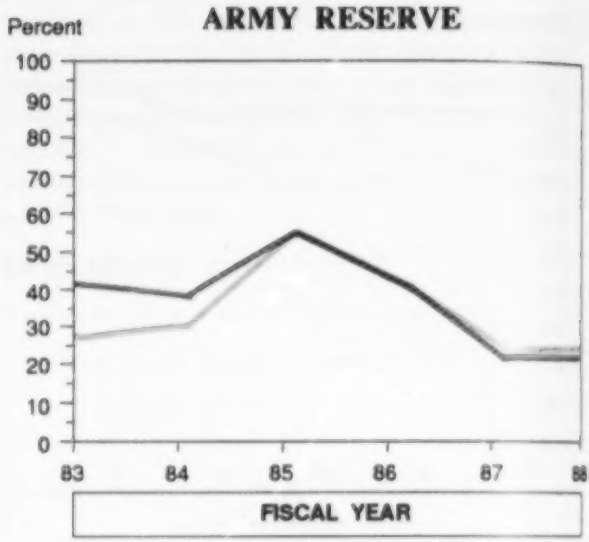


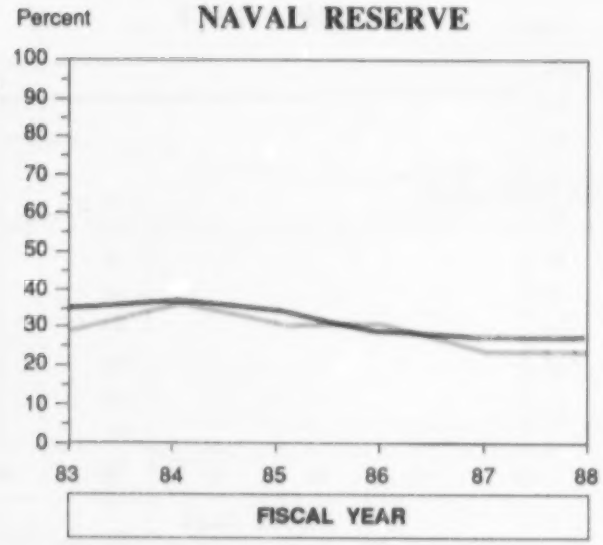


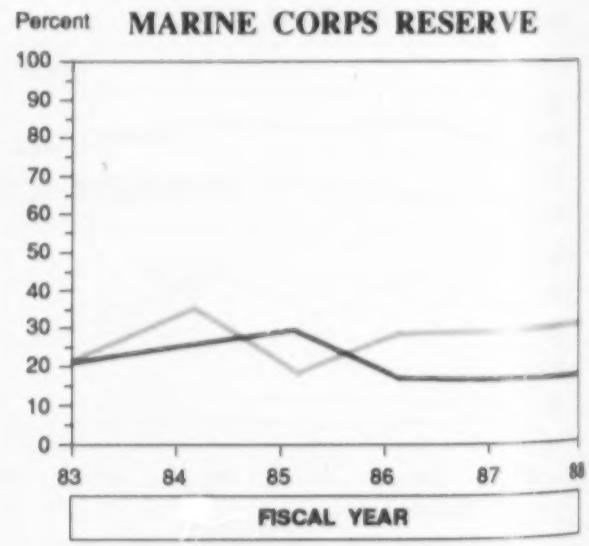
CAREER WOMEN
CAREER MEN
FIRST TERM WOMEN
FIRST TERM MEN

SELECTED RESERVE REENLISTMENT RATES







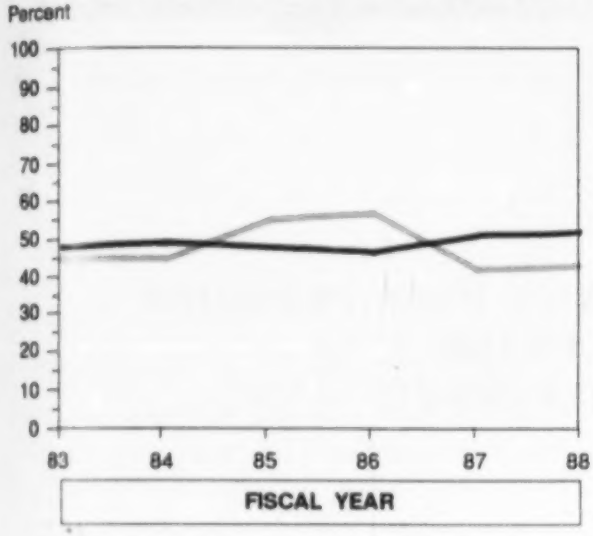


WOMEN

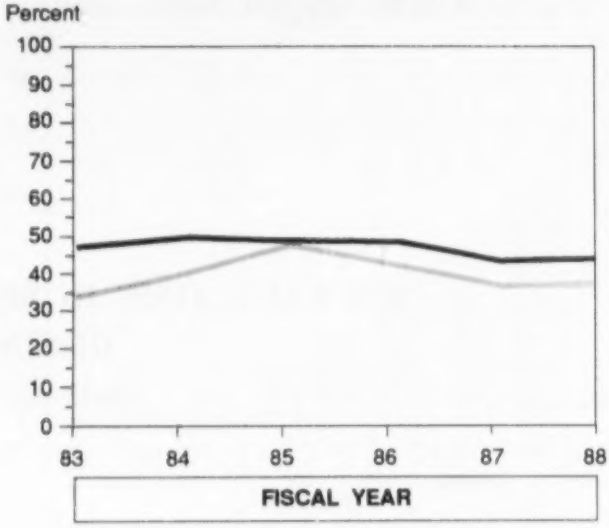
MEN

SELECTED RESERVE REENLISTMENT RATES

AIR FORCE NATIONAL GUARD



AIR FORCE RESERVE



WOMEN ——

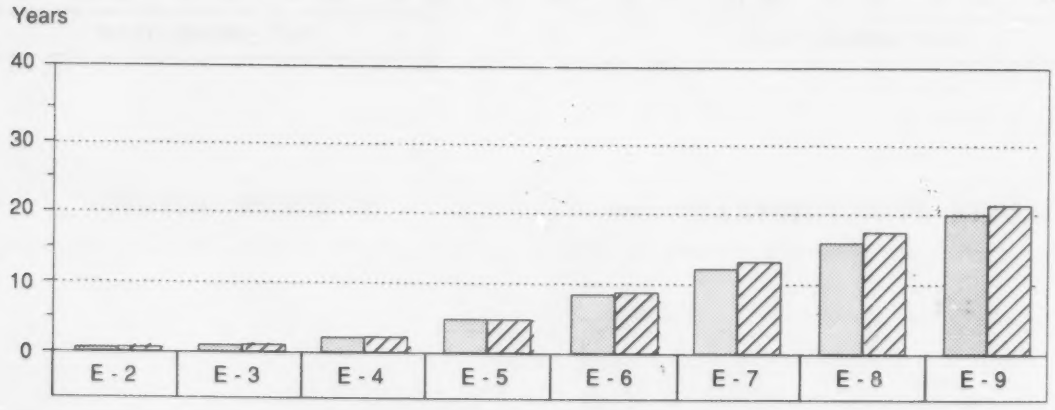
MEN ——

TIS AT PROMOTION DURING FY 88

Service promotion policies are based upon a variety of factors. These include: inventory status (by grade, specialty or experience level), resource constraints and legislative or Defense guidance. Selection of eligible individuals for promotion is based upon manner of duty performance and demonstrated potential for acceptance of higher responsibility.

Separate promotion data on the National Guard and Reserves are not currently compiled.

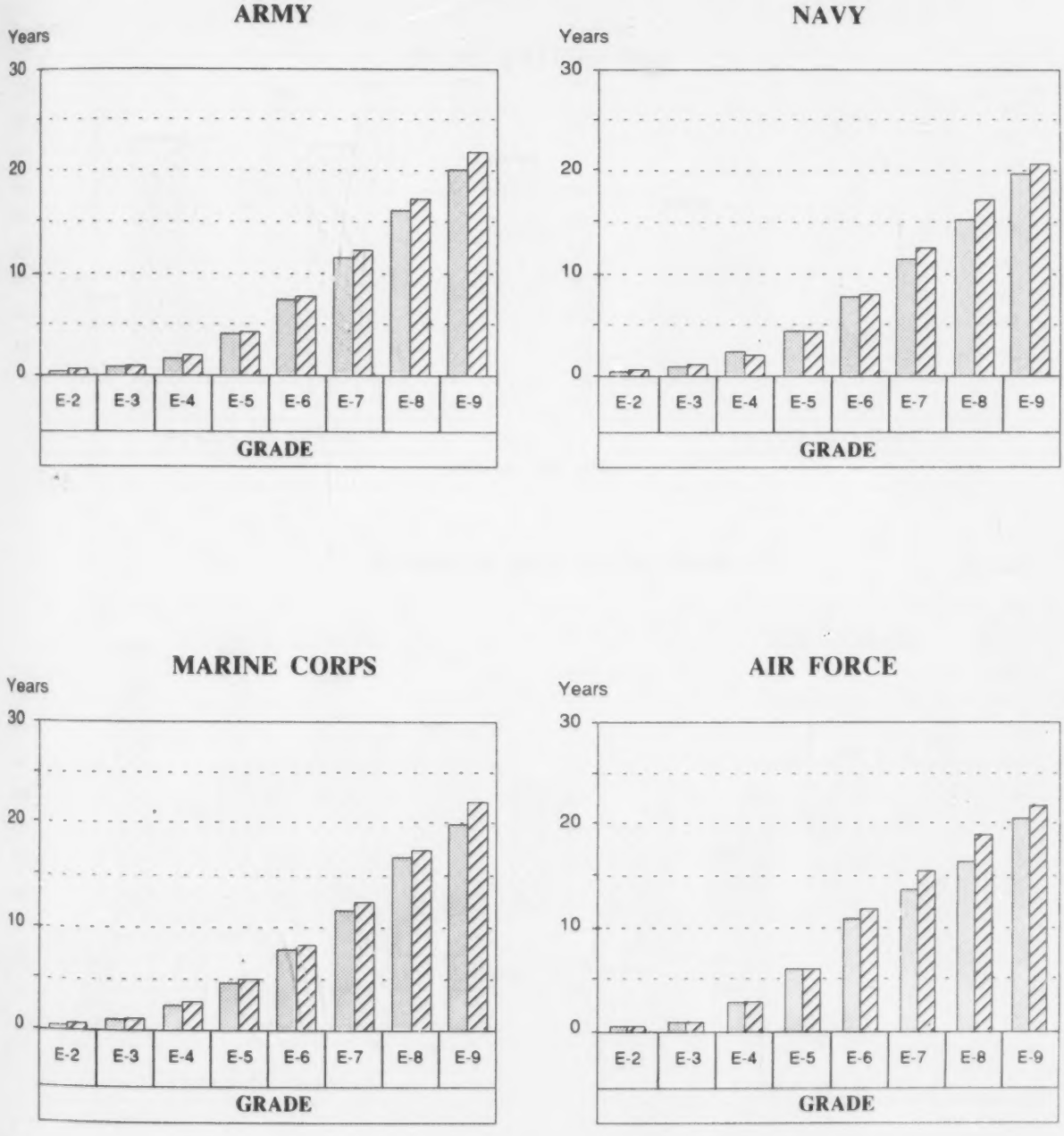
AVERAGE TIME IN SERVICE WHEN PROMOTED DURING FY 1988 DoD ACTIVE DUTY



WOMEN

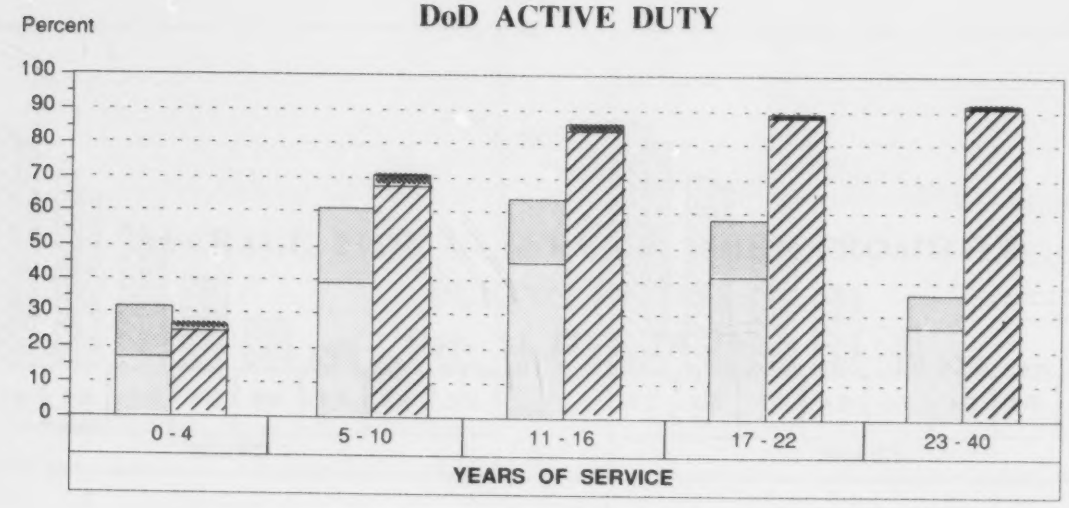
MEN

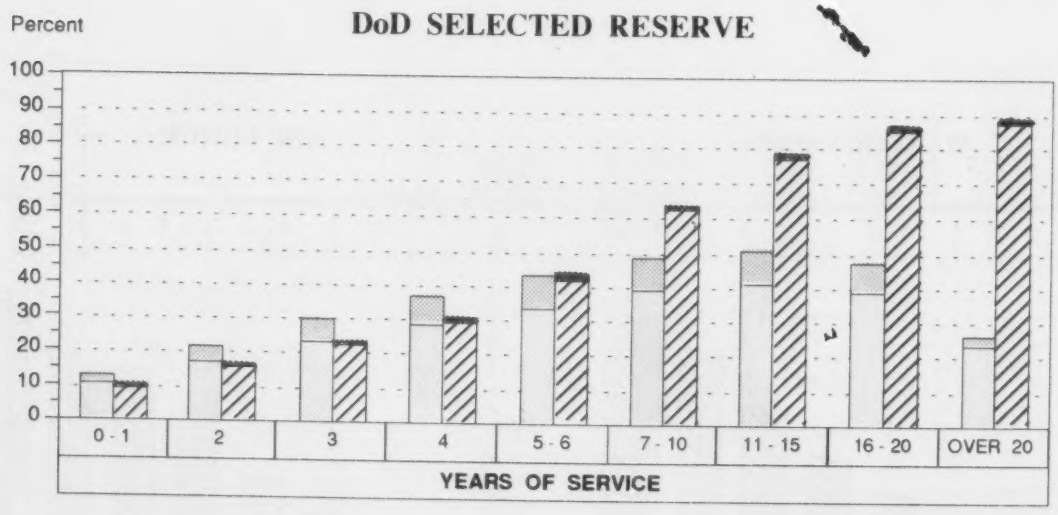
TIS AT PROMOTION DURING FY 88



ENLISTED PERSONNEL
PERCENT MARRIED BY YEARS OF SERVICE

These charts compare the relative percentages of married service members by years of service, and also compare the percentages of those married with dependents.





FEMALE MARRIED

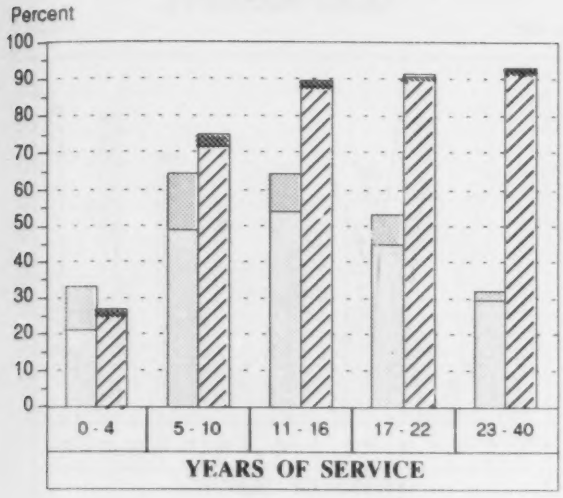
FEMALE MARRIED WITH DEPENDENTS

MALE MARRIED

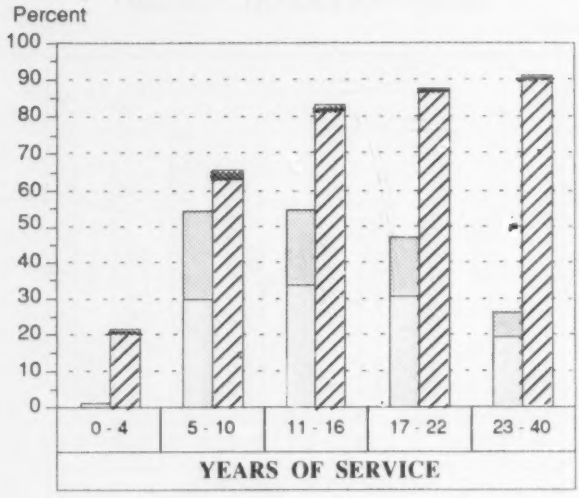
MALE MARRIED WITH DEPENDENTS

ACTIVE DUTY ENLISTED PERSONNEL
PERCENT MARRIED BY YEARS OF SERVICE

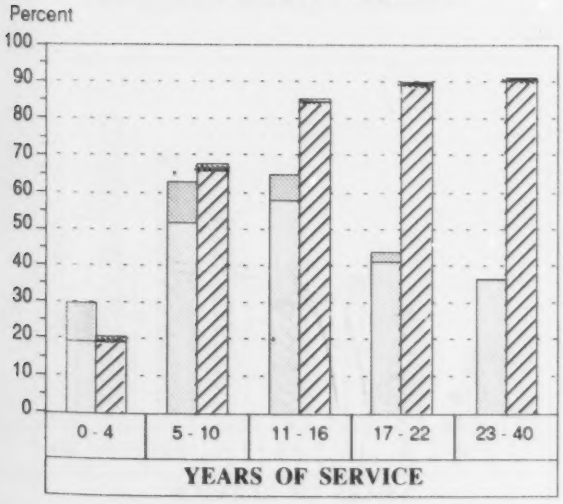
ARMY



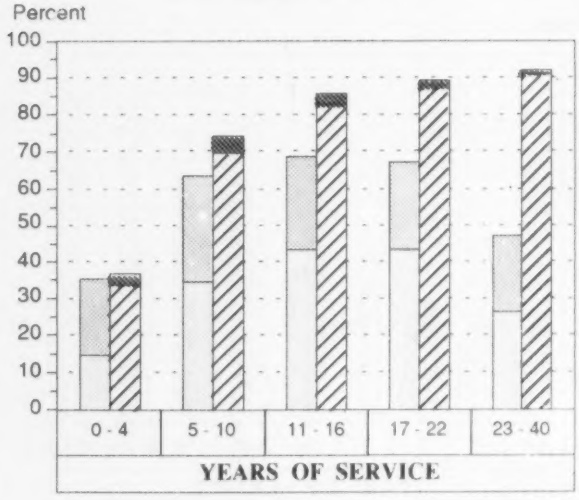
NAVY



MARINE CORPS



AIR FORCE



FEMALE MARRIED

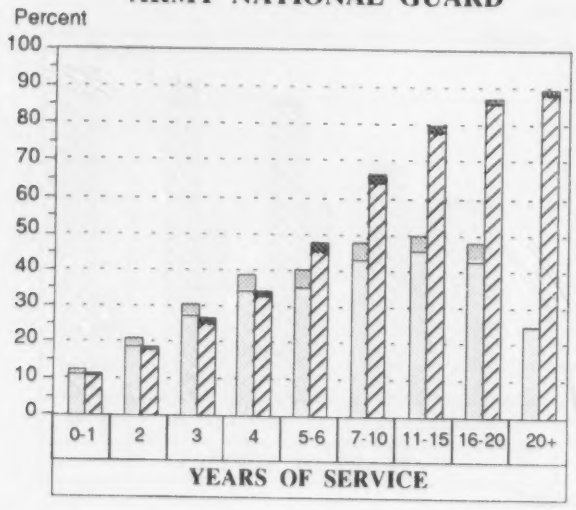
FEMALE MARRIED WITH DEPENDENTS

MALE MARRIED

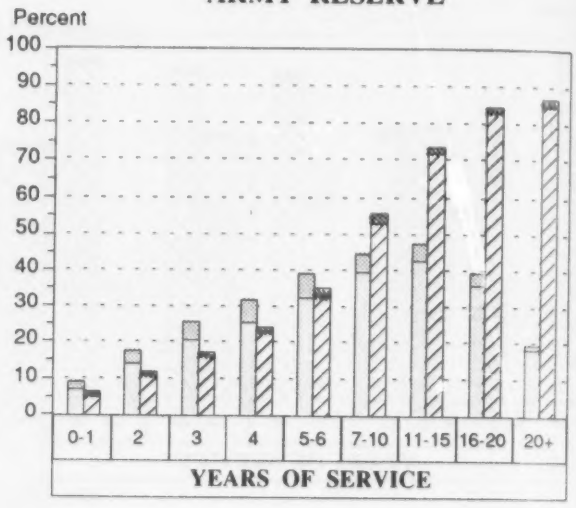
MALE MARRIED WITH DEPENDENTS

SELECTED RESERVE ENLISTED PERSONNEL PERCENT MARRIED BY YEARS OF SERVICE

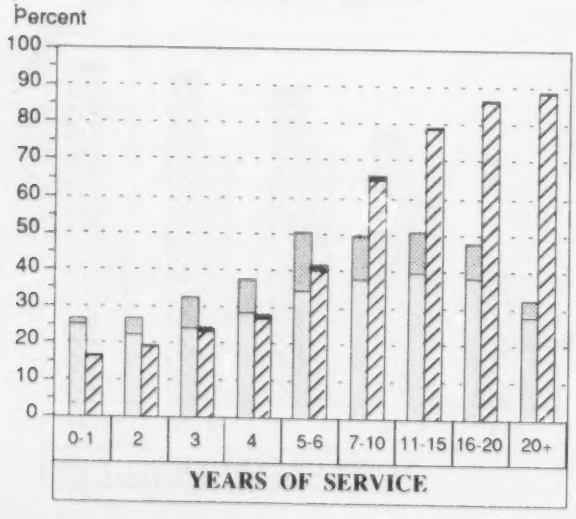
ARMY NATIONAL GUARD



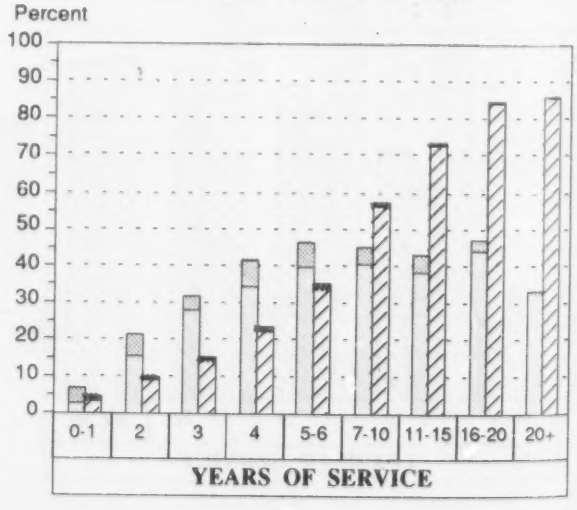
ARMY RESERVE



NAVAL RESERVE



MARINE CORPS RESERVE



FEMALE MARRIED

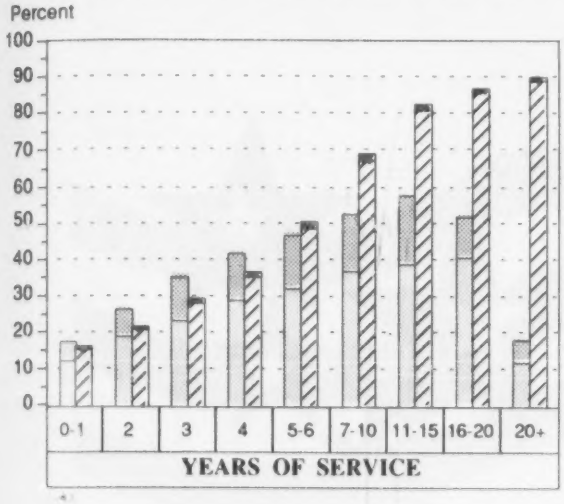
FEMALE MARRIED WITH DEPENDENTS

MALE MARRIED

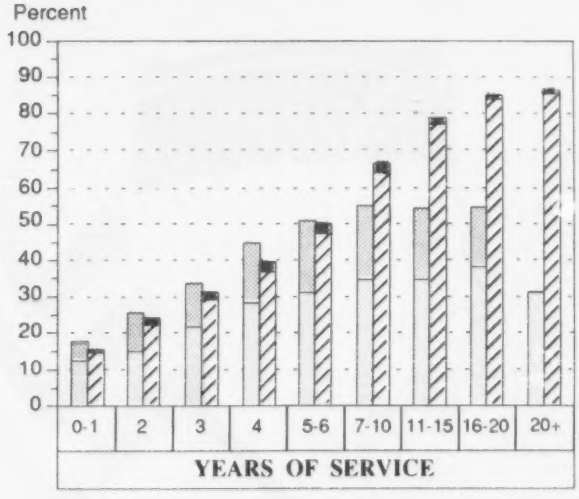
MALE MARRIED WITH DEPENDENTS

SELECTED RESERVE ENLISTED PERSONNEL PERCENT MARRIED BY YEARS OF SERVICE

AIR FORCE NATIONAL GUARD



AIR FORCE RESERVE



FEMALE MARRIED

FEMALE MARRIED WITH DEPENDENTS

MALE MARRIED

MALE MARRIED WITH DEPENDENTS

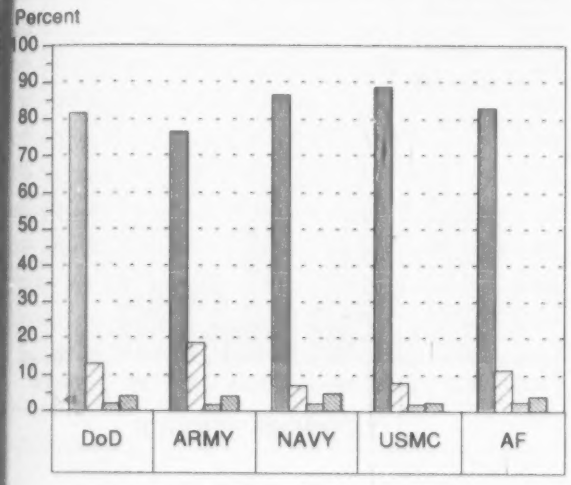
SECTION III

MINORITY WOMEN

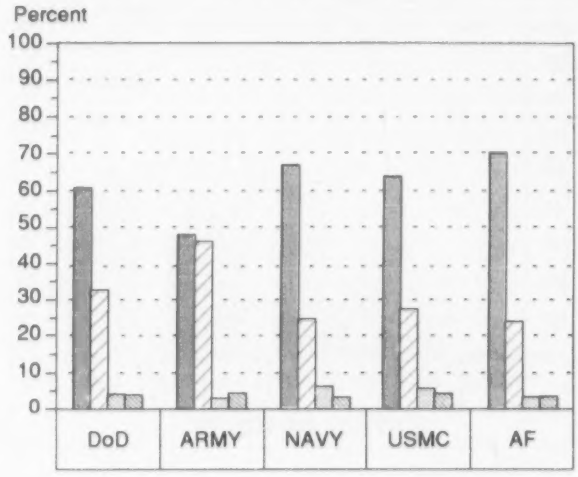
MINORITY WOMEN

This section displays the data on minority women. The graphics are designed to show differences among Race/Ethnic Groups. Officer and enlisted women are shown on separate charts. The "Other" category includes the following Race/Ethnic Groups: Asian/Pacific Islander, American Indian/Alaskan Native, and Unknown.

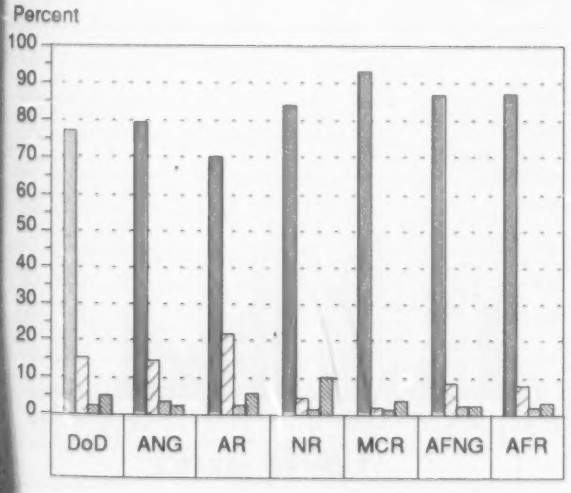
ACTIVE DUTY OFFICER WOMEN



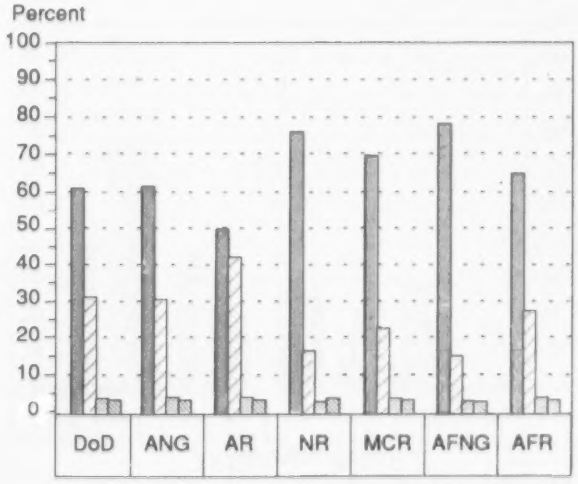
ACTIVE DUTY ENLISTED WOMEN



SELECTED RESERVE OFFICER WOMEN



SELECTED RESERVE ENLISTED WOMEN



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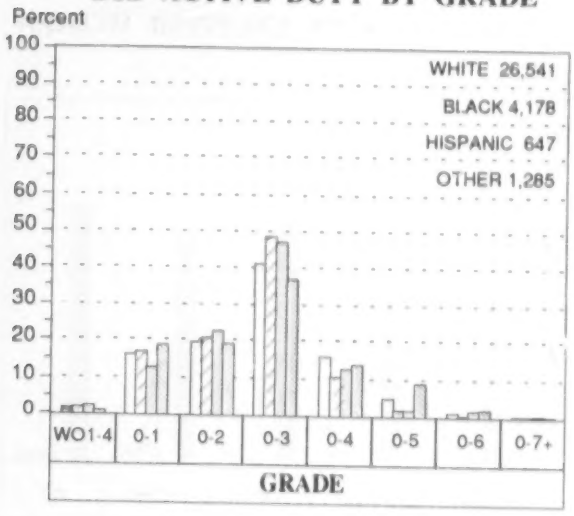
OFFICER WOMEN
RACE / ETHNIC GROUP DISTRIBUTION
SEPTEMBER 1988

DoD ACTIVE DUTY BY GRADE



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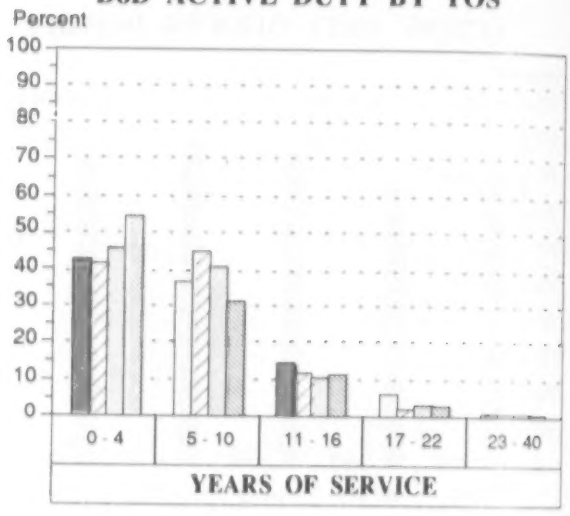

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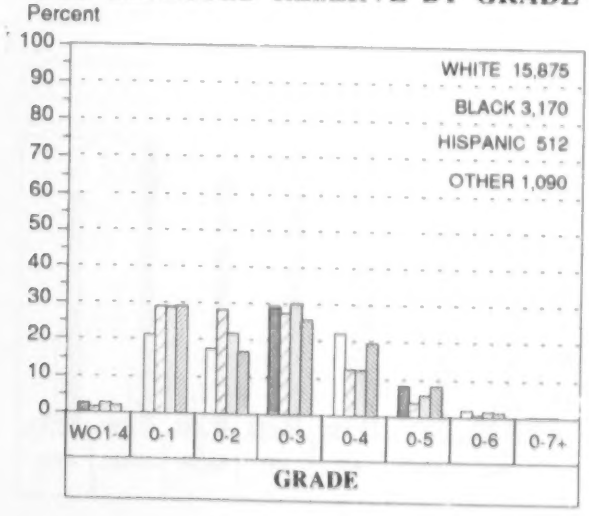

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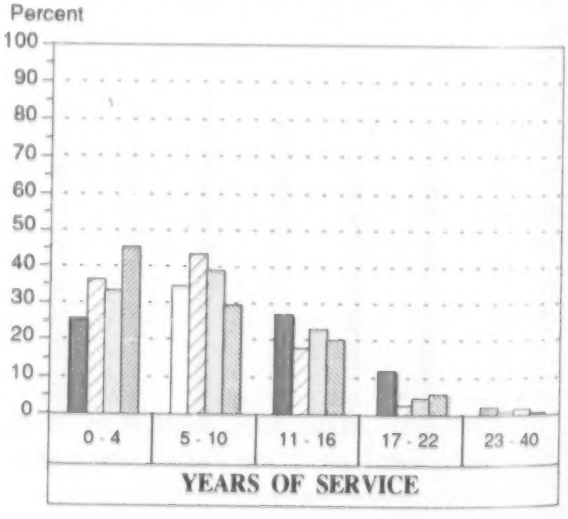

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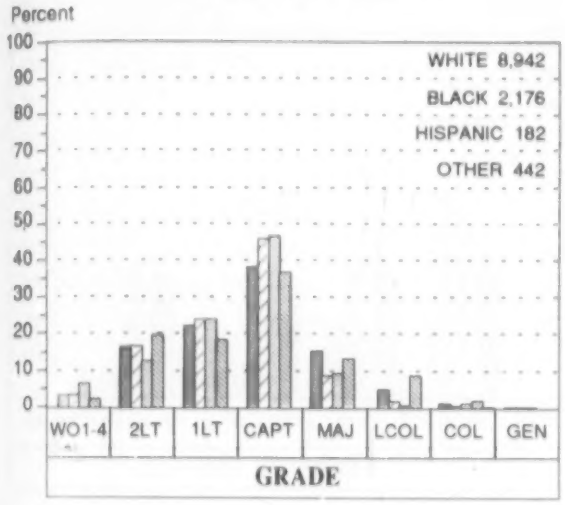
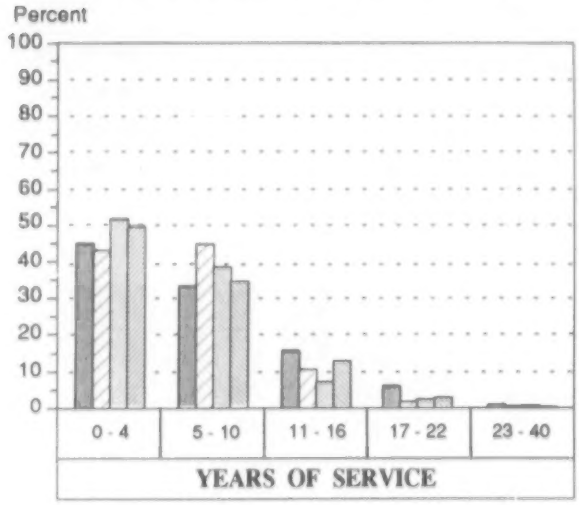
OFFICER WOMEN
RACE / ETHNIC GROUP DISTRIBUTION

ARMY BY GRADE



ARMY BY YEARS OF SERVICE



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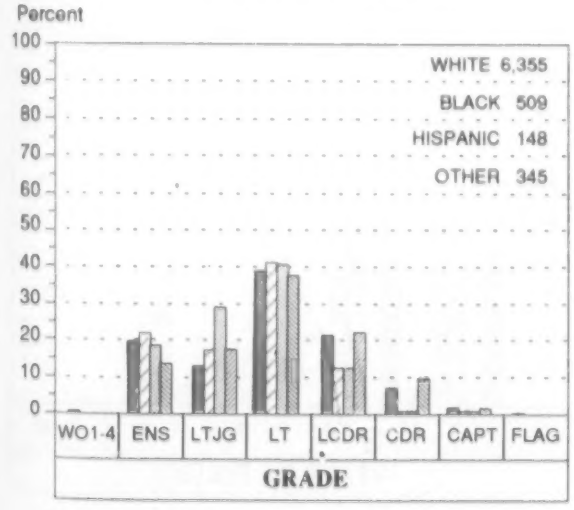

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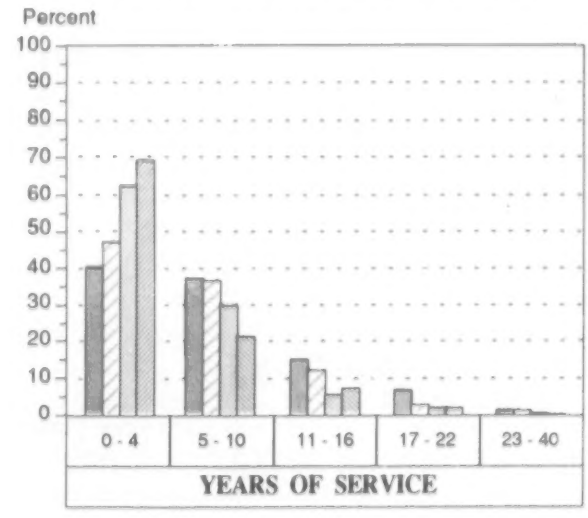

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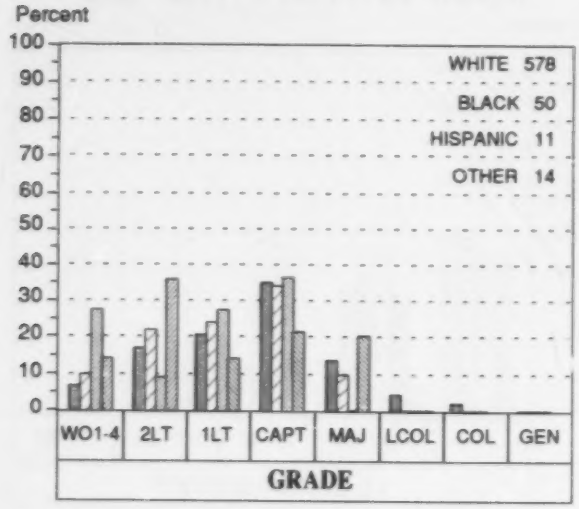
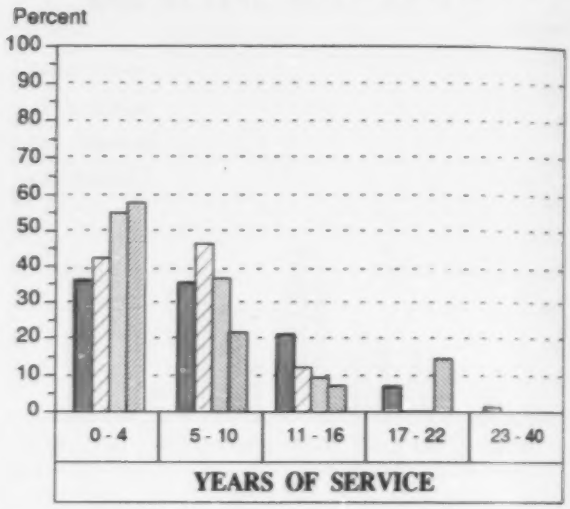
RACE / ETHNIC GROUP DISTRIBUTION

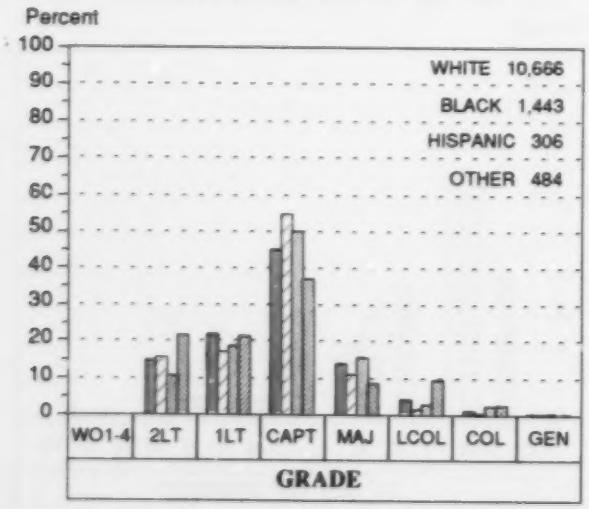
MARINE CORPS BY GRADE



MARINE CORPS BY YEARS OF SERVICE



AIR FORCE BY GRADE



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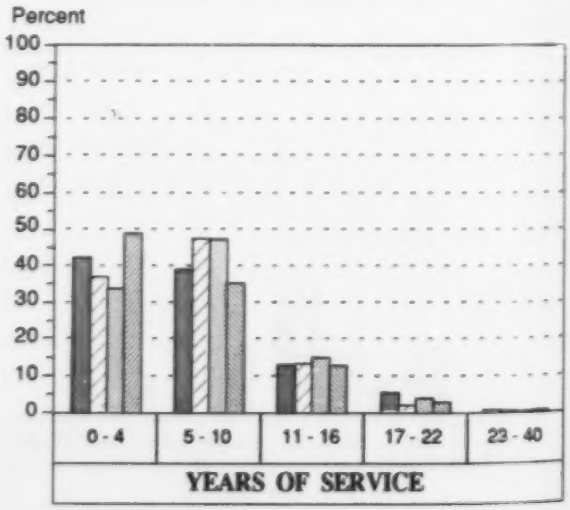

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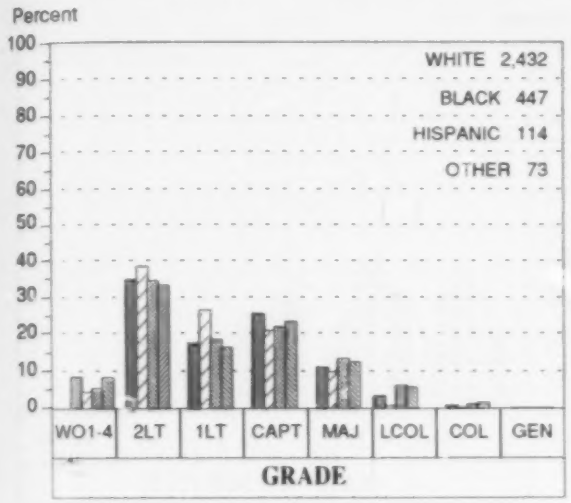
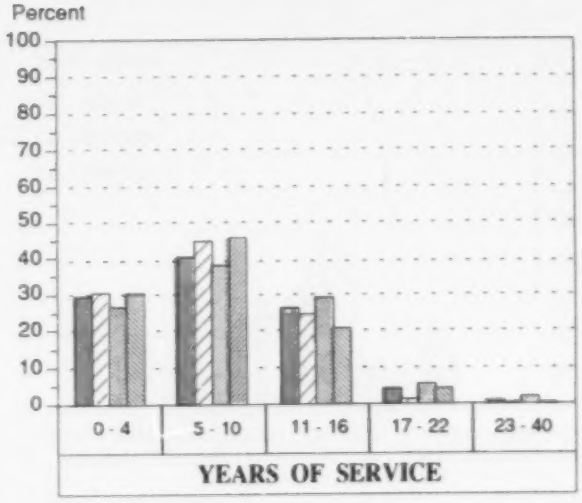
SELECTED RESERVE OFFICER WOMEN
RACE / ETHNIC GROUP DISTRIBUTION

ARMY NATIONAL GUARD BY GRADE



ARMY NATIONAL GUARD BY YOS



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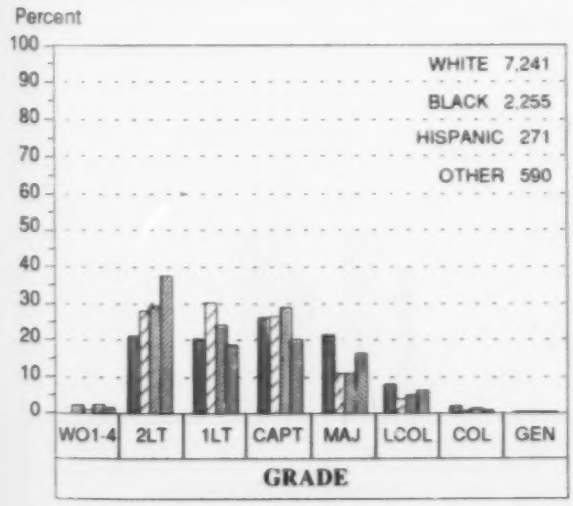

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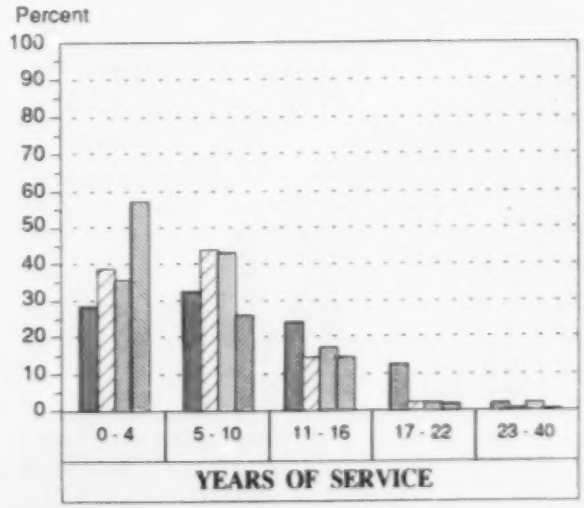

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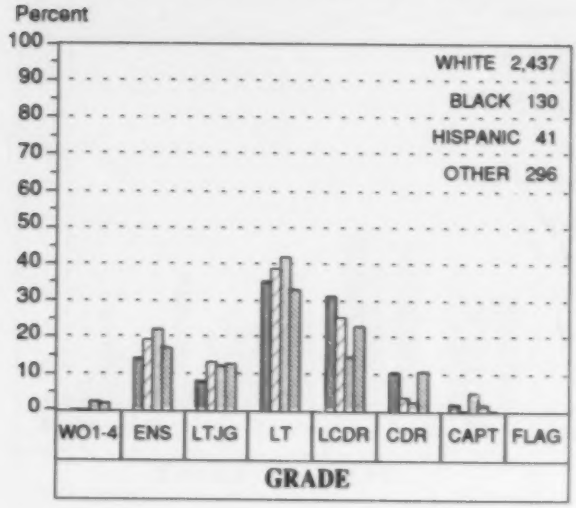
SELECTED RESERVE OFFICER WOMEN
RACE / ETHNIC GROUP DISTRIBUTION

NAVAL RESERVE BY GRADE



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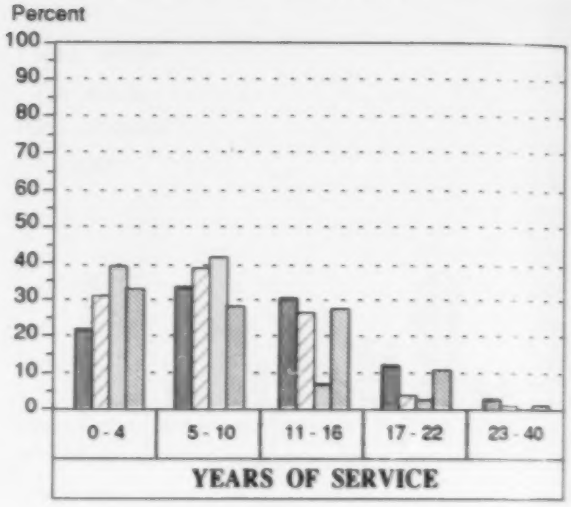

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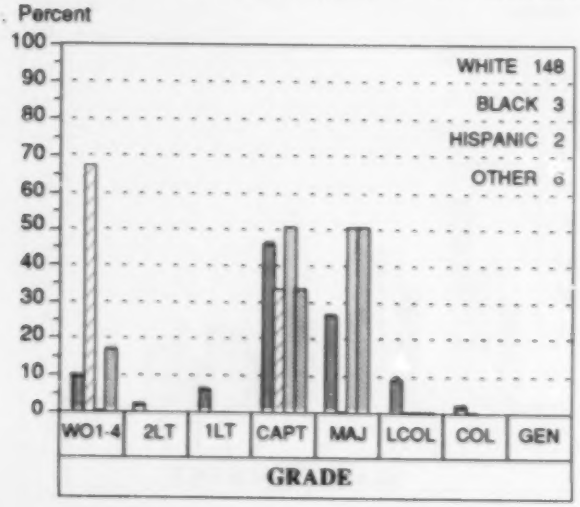

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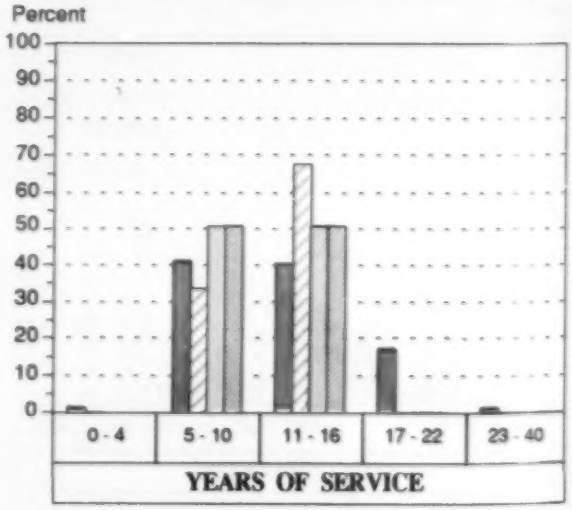

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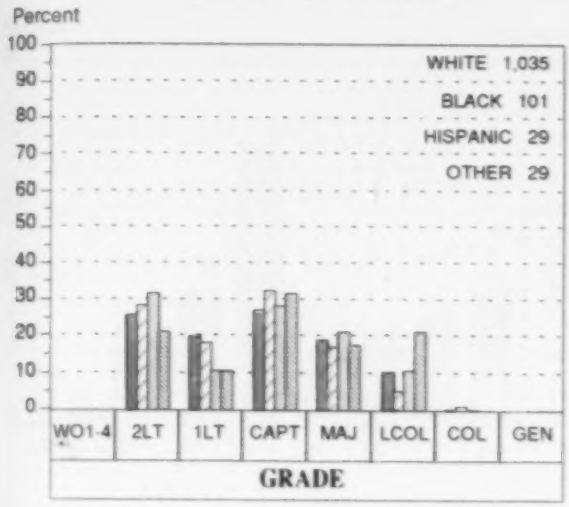
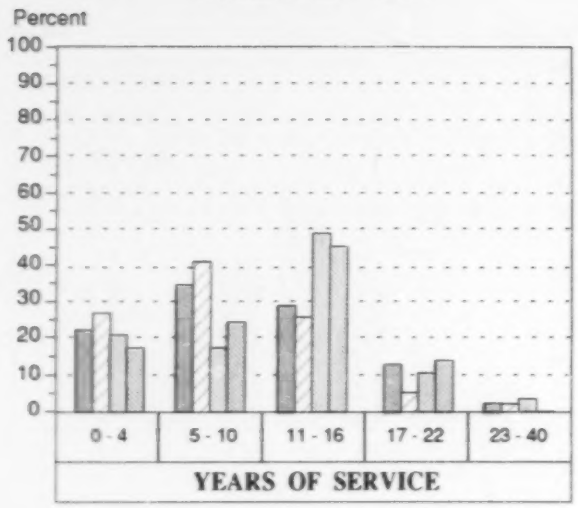
SELECTED RESERVE OFFICER WOMEN
RACE / ETHNIC GROUP DISTRIBUTION

AIR FORCE NATIONAL GUARD BY GRADE



AIR FORCE NATIONAL GUARD BY YOS



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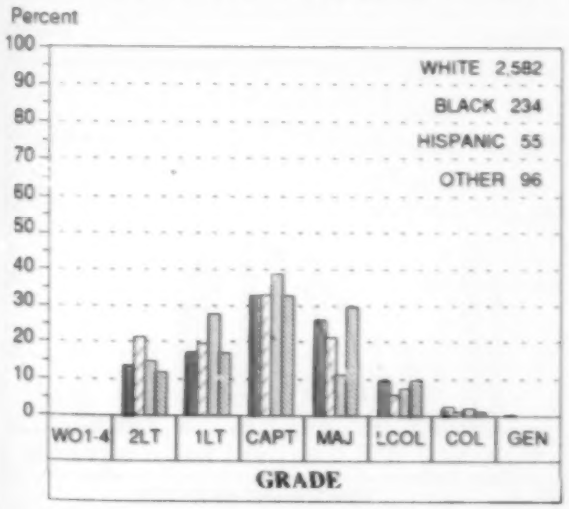

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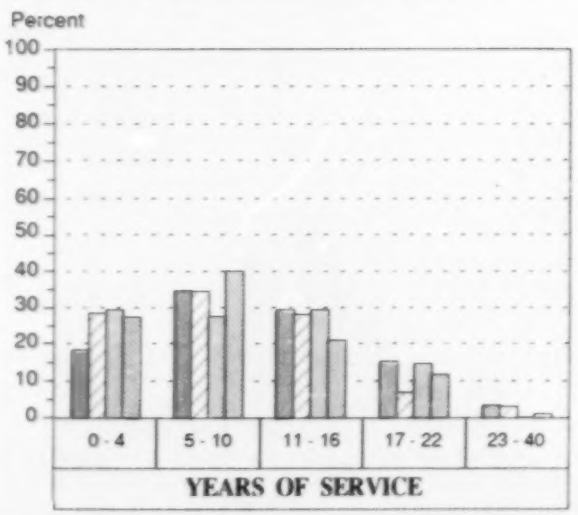

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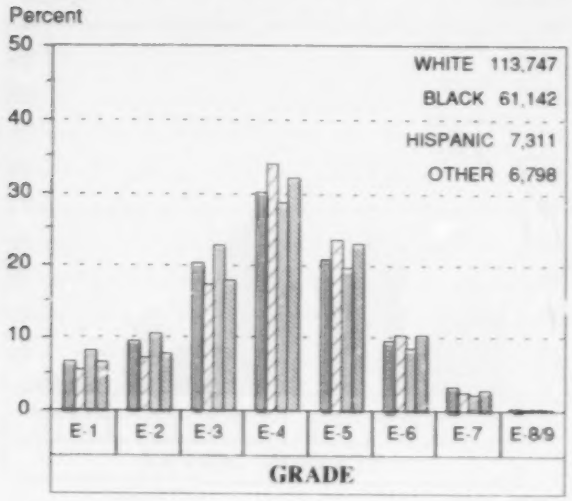
ENLISTED WOMEN BY GRADE & YEARS OF SERVICE
RACE / ETHNIC GROUP DISTRIBUTION

DoD ACTIVE DUTY BY GRADE



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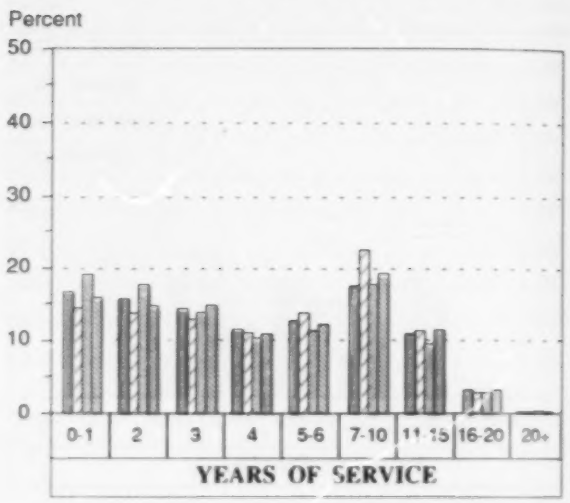

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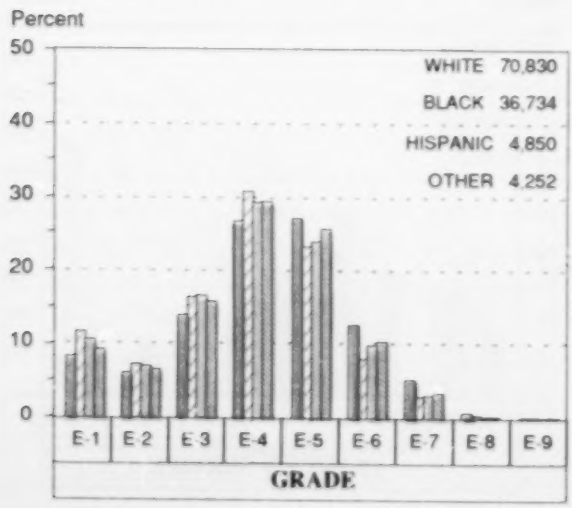

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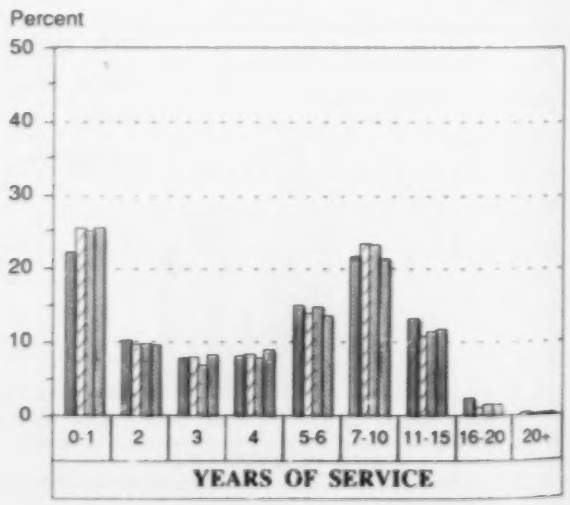

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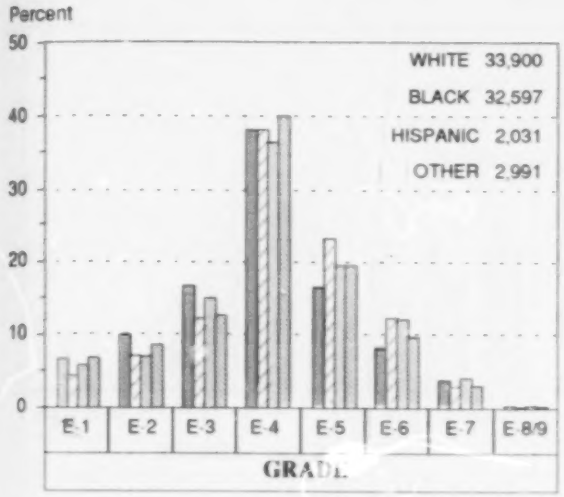
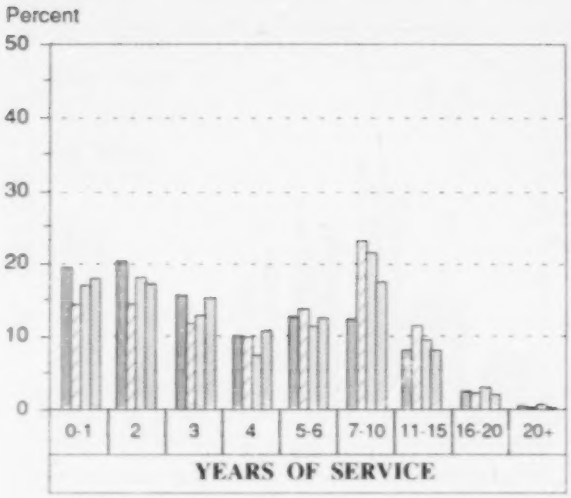
ACTIVE DUTY ENLISTED WOMEN
RACE / ETHNIC GROUP DISTRIBUTION

ARMY BY GRADE



ARMY BY YEARS OF SERVICE



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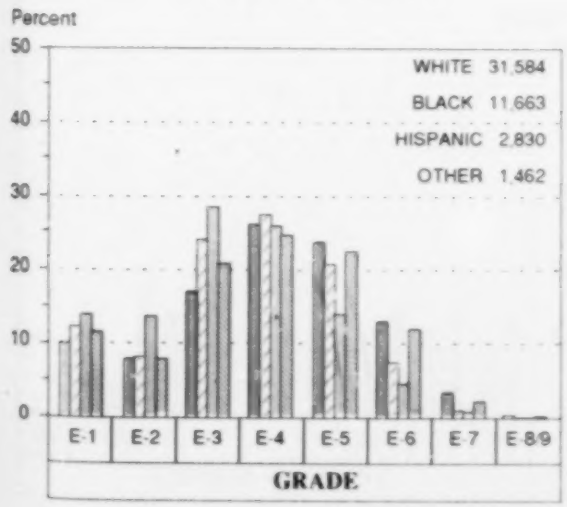

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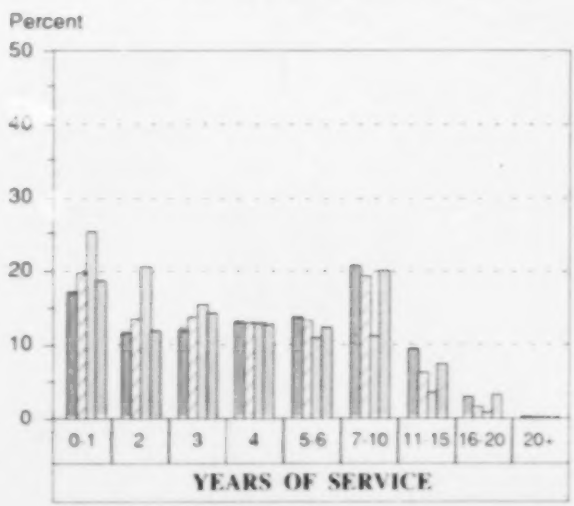

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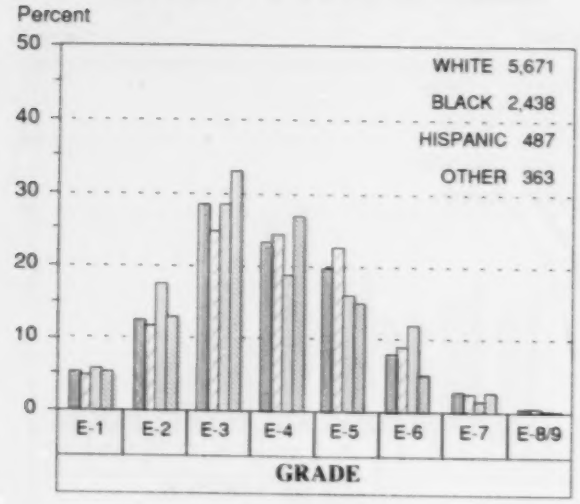
ACTIVE DUTY ENLISTED WOMEN
RACE / ETHNIC GROUP DISTRIBUTION

MARINE CORPS BY GRADE



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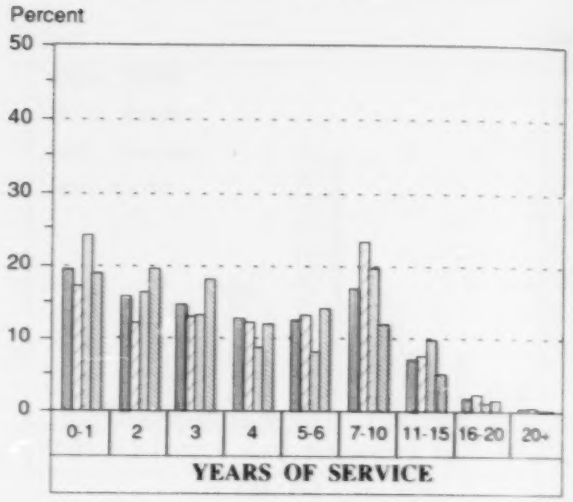
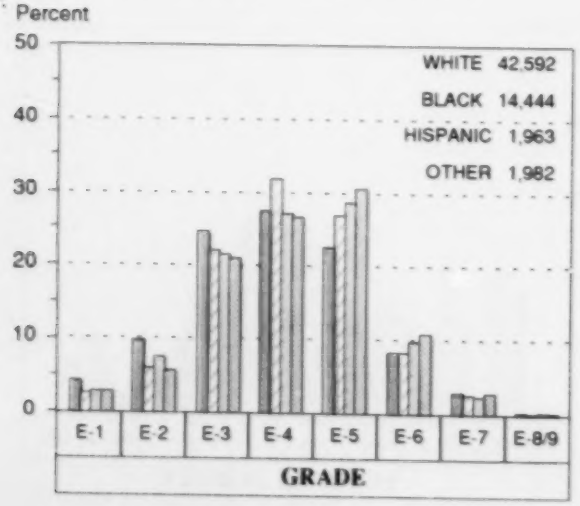
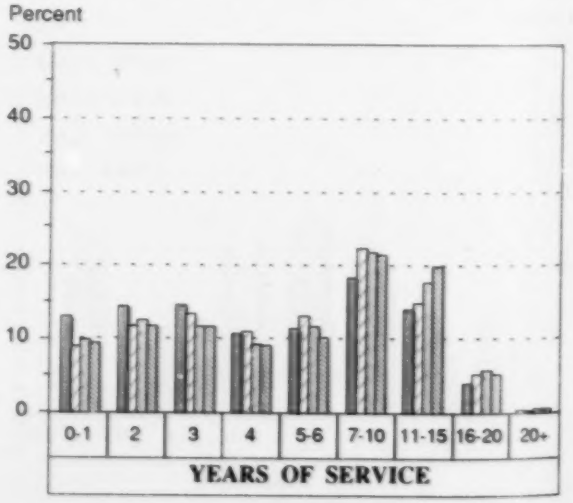


AIR FORCE BY GRADE



AIR FORCE BY YEARS OF SERVICE



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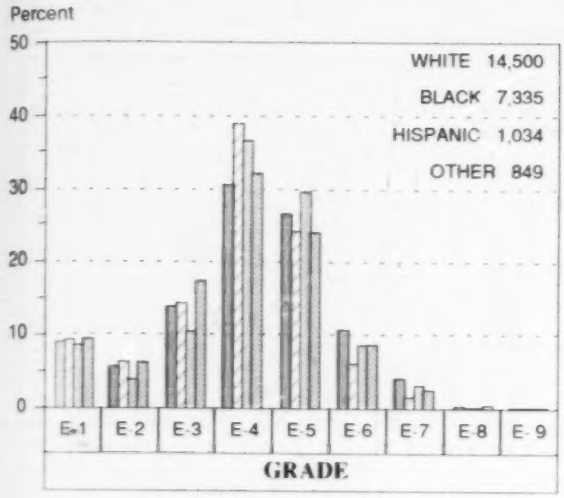
SELECTED RESERVE ENLISTED WOMEN
RACE / ETHNIC GROUP DISTRIBUTION

ARMY NATIONAL GUARD BY GRADE



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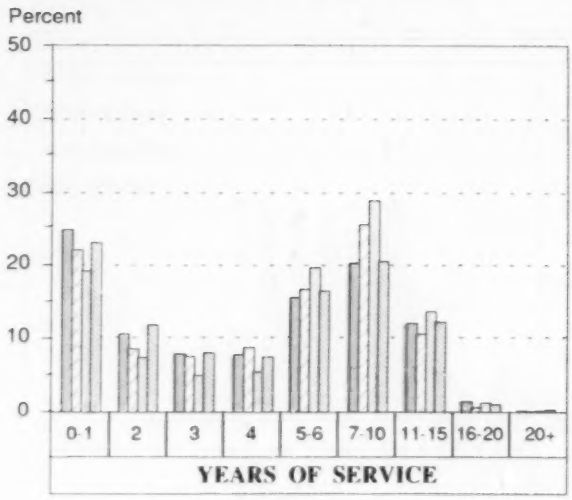

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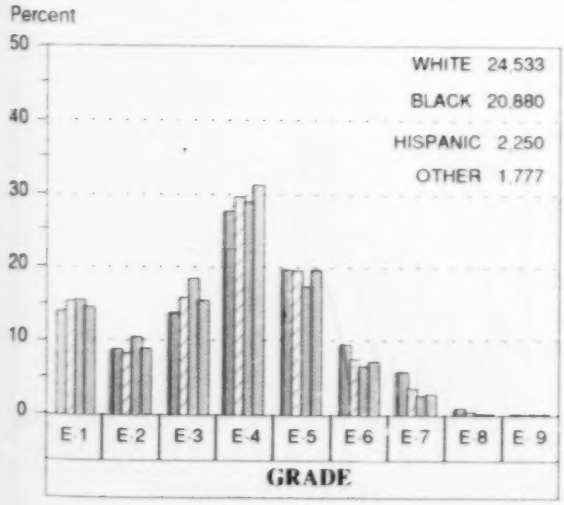

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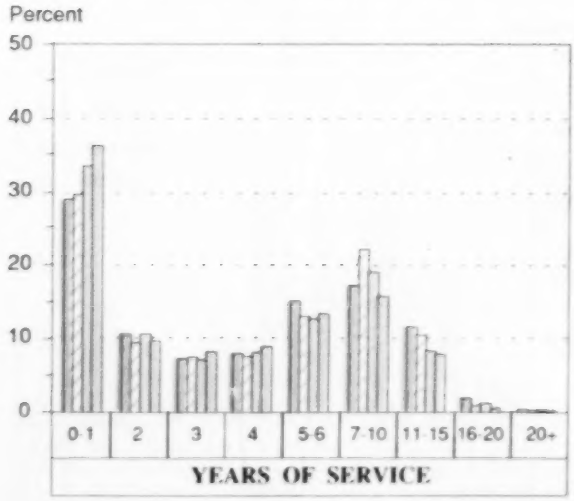

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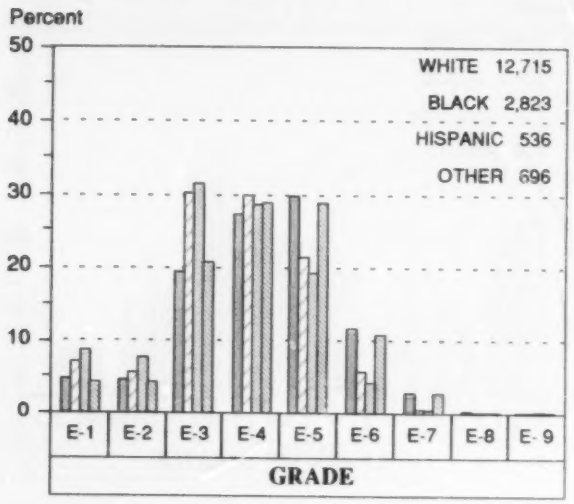
SELECTED RESERVE ENLISTED WOMEN
RACE / ETHNIC GROUP DISTRIBUTION

NAVAL RESERVE BY GRADE



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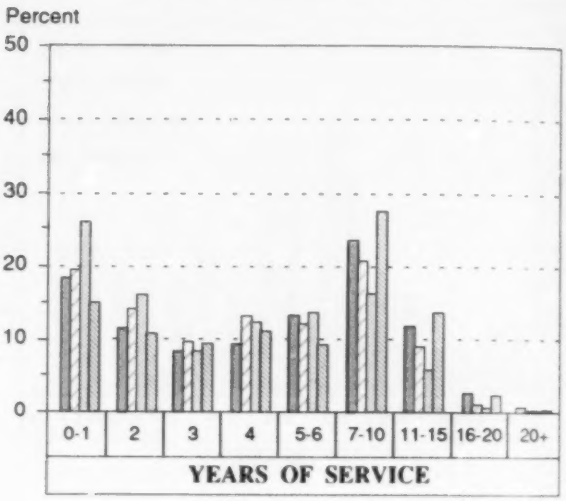
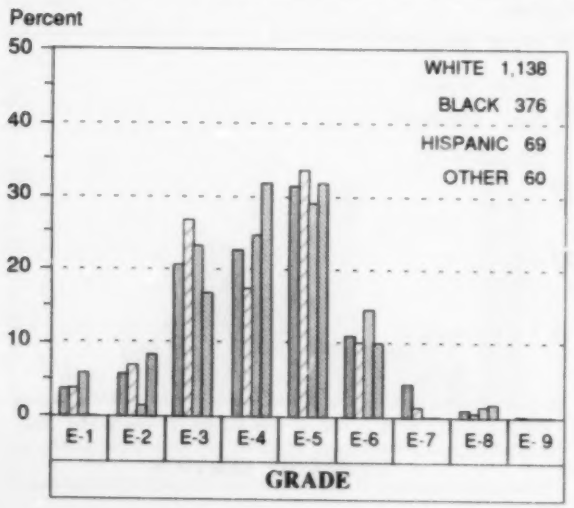


MARINE CORPS RESERVE BY GRADE



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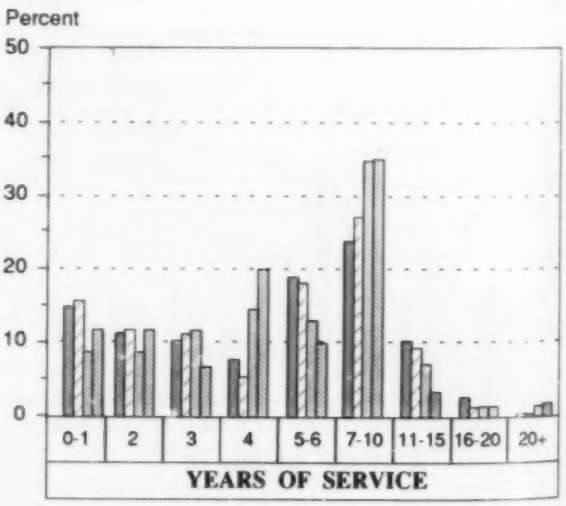

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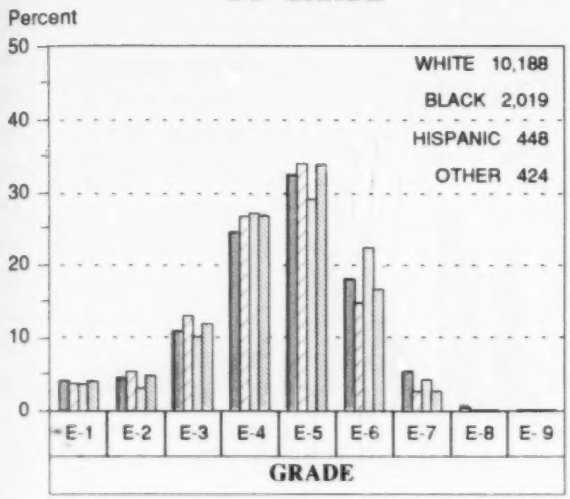
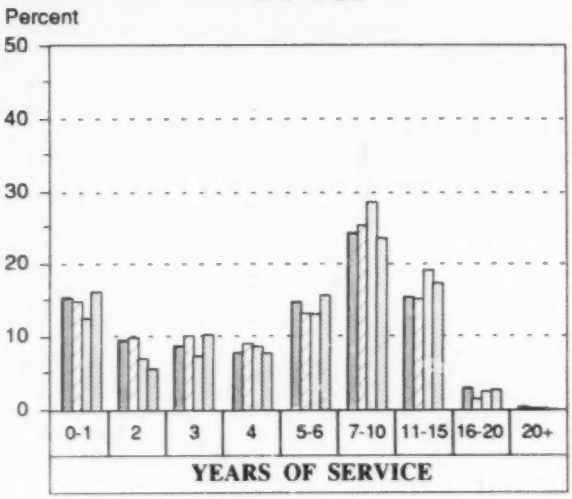
SELECTED RESERVE ENLISTED WOMEN
RACE / ETHNIC GROUP DISTRIBUTION

AIR FORCE NATIONAL GUARD BY GRADE



AIR FORCE NATIONAL GUARD BY YOS



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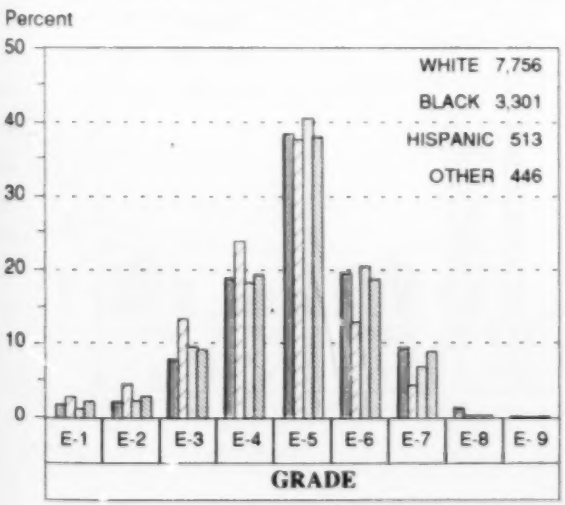

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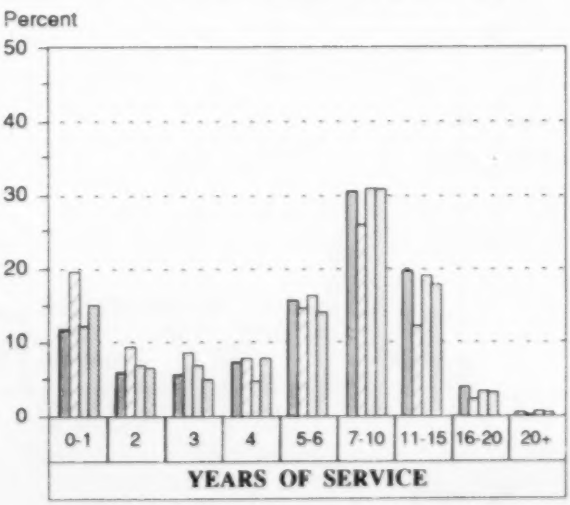

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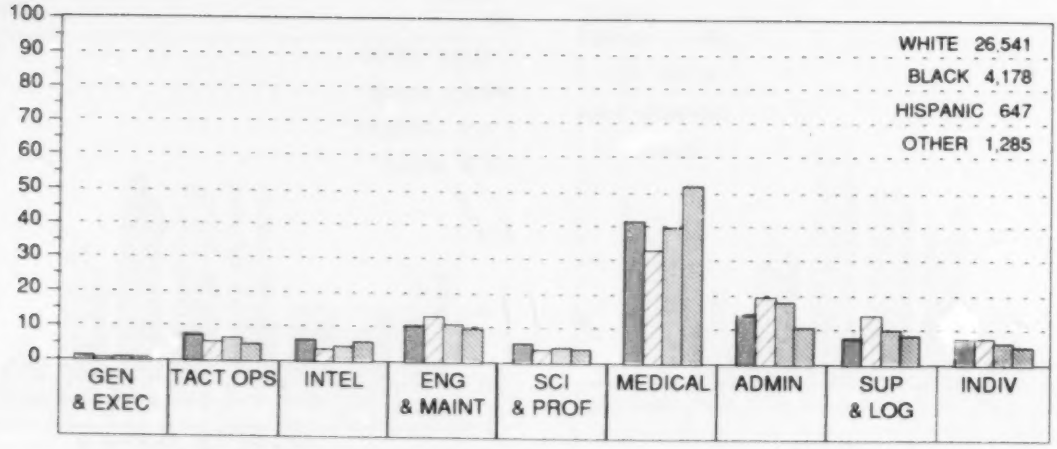
OFFICER WOMEN BY OCCUPATION
RACE / ETHNIC GROUP DISTRIBUTION
SEPTEMBER 1988

DoD ACTIVE DUTY



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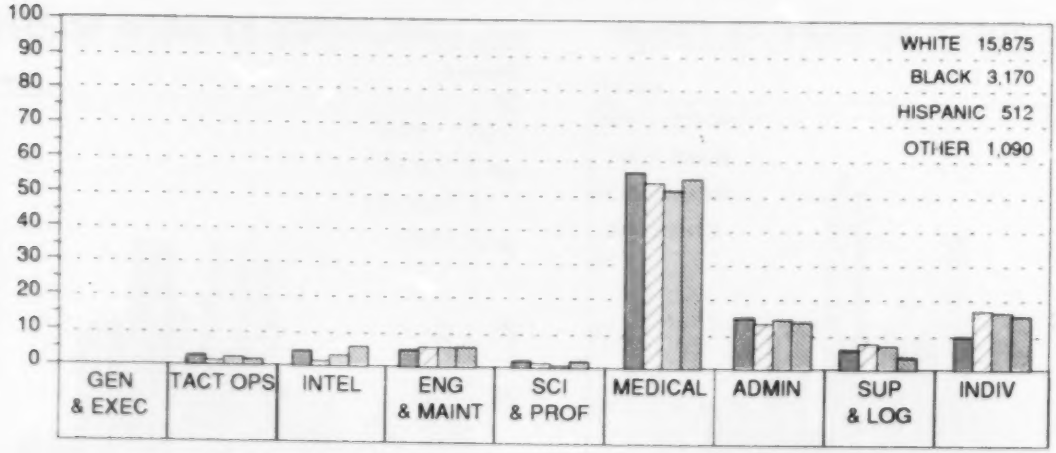

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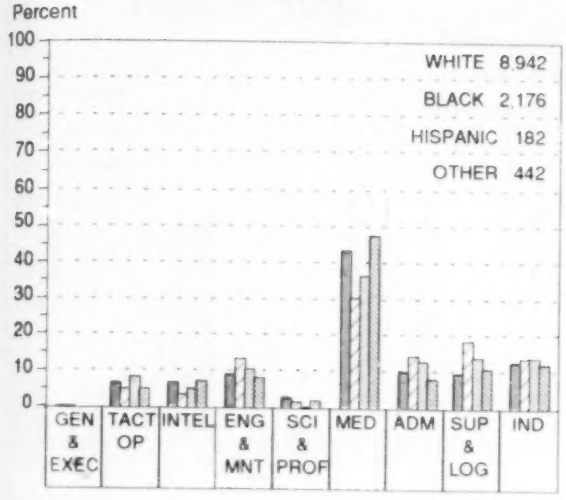
ACTIVE DUTY OFFICER WOMEN BY OCCUPATION
RACE / ETHNIC GROUP DISTRIBUTION

ARMY



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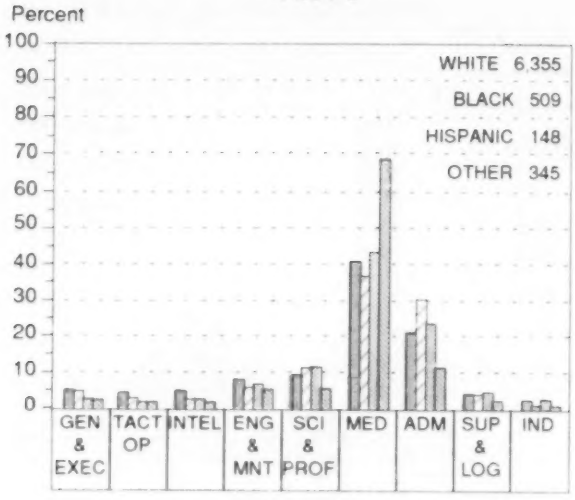

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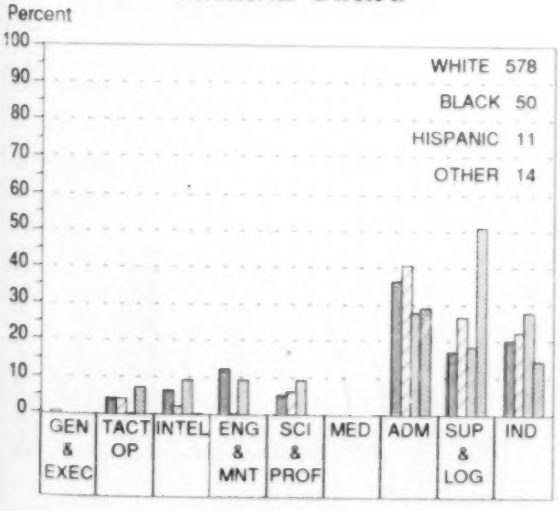

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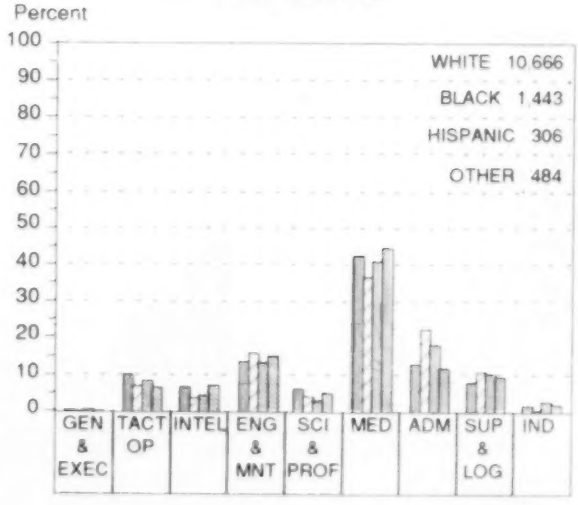

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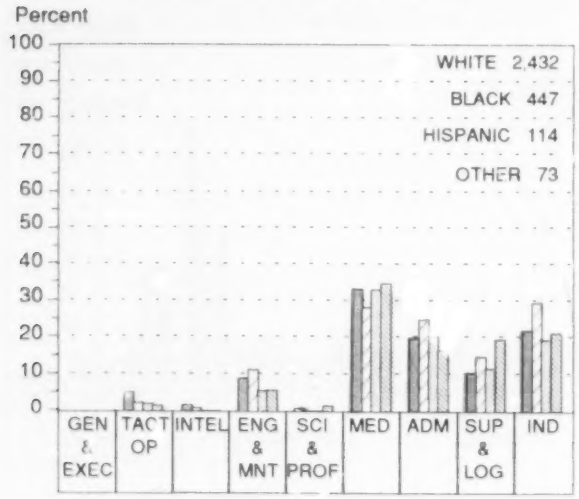
SELECTED RESERVE OFFICER WOMEN BY OCCUPATION RACE / ETHNIC GROUP DISTRIBUTION

ARMY NATIONAL GUARD



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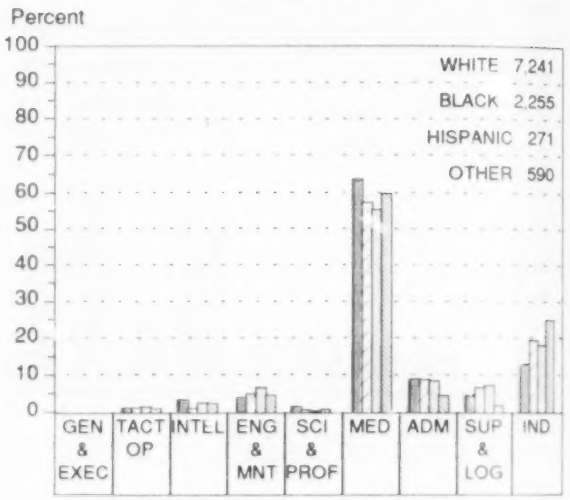

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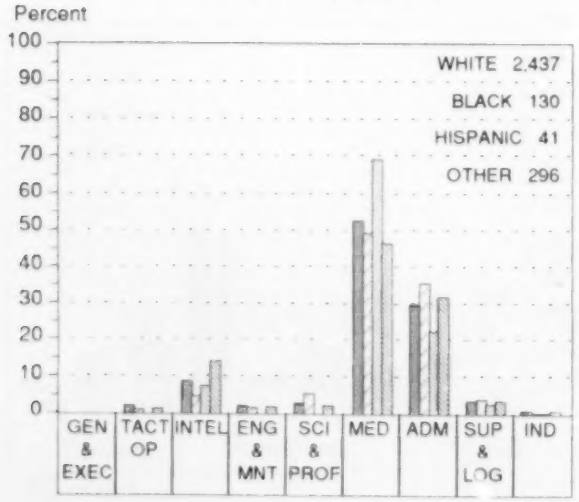

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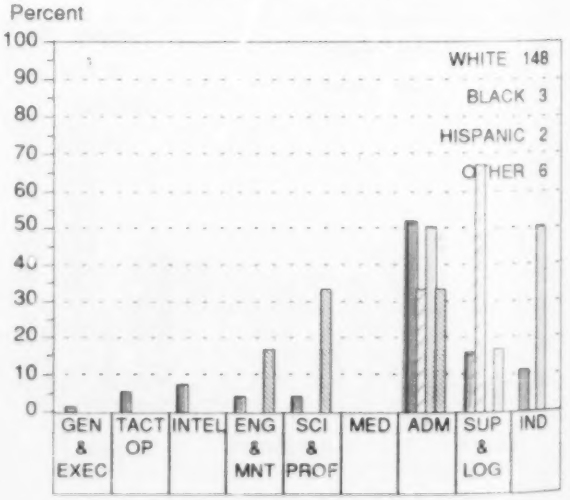

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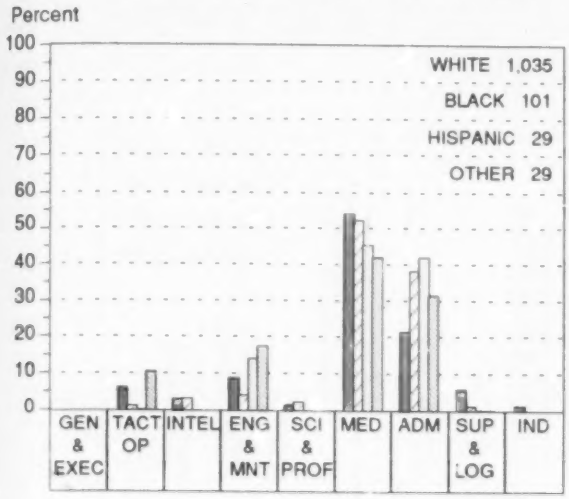
SELECTED RESERVE OFFICER WOMEN BY OCCUPATION RACE / ETHNIC GROUP DISTRIBUTION

AIR FORCE NATIONAL GUARD



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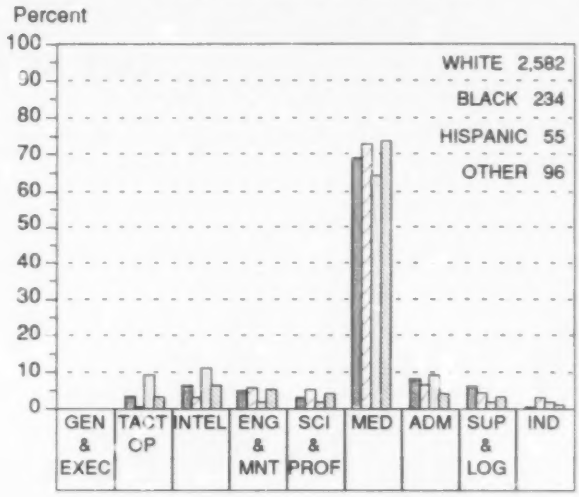

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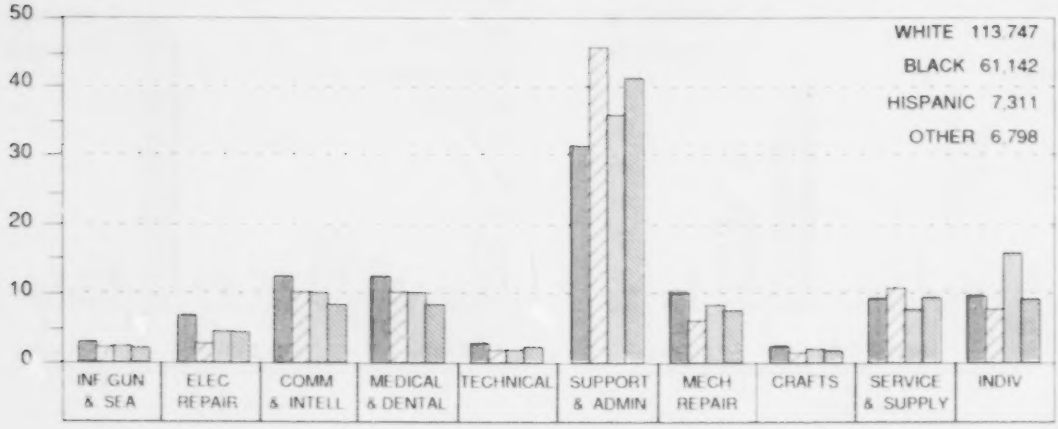
ENLISTED WOMEN BY OCCUPATION
RACE / ETHNIC GROUP DISTRIBUTION
SEPTEMBER 1988

DoD ACTIVE DUTY



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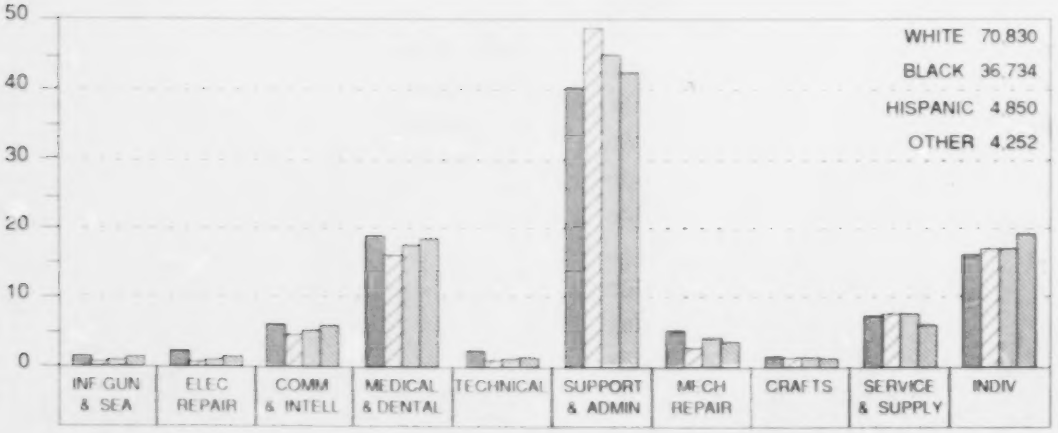

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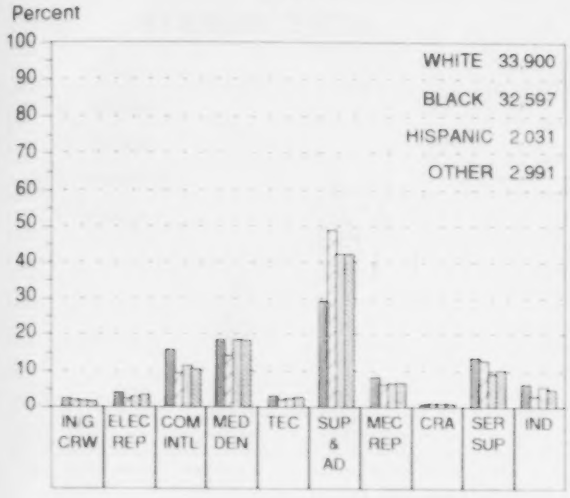
ACTIVE DUTY ENLISTED WOMEN BY OCCUPATION
RACE / ETHNIC GROUP DISTRIBUTION

ARMY



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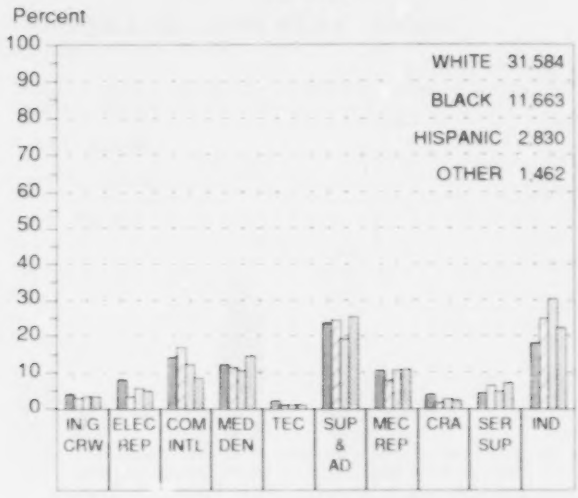

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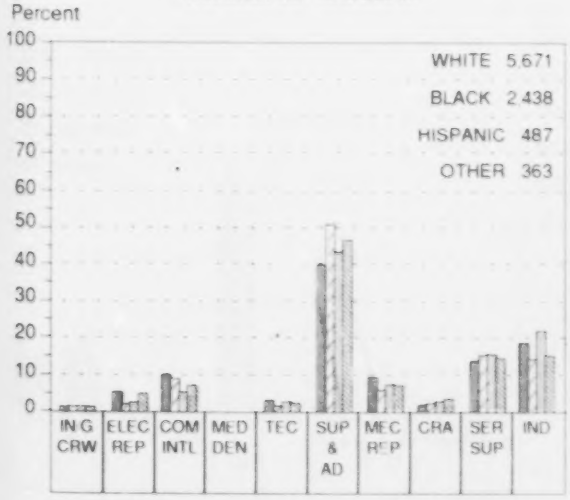

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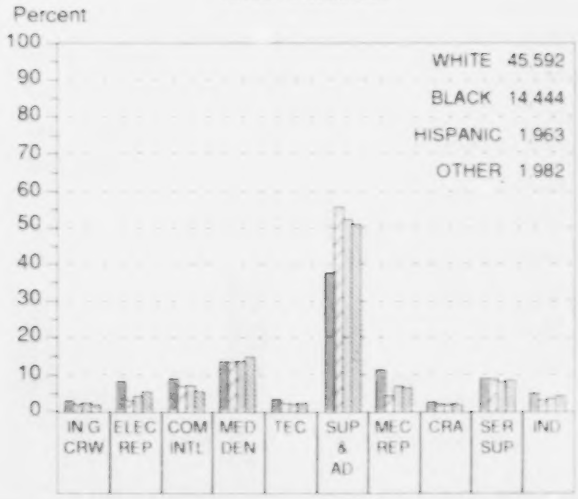

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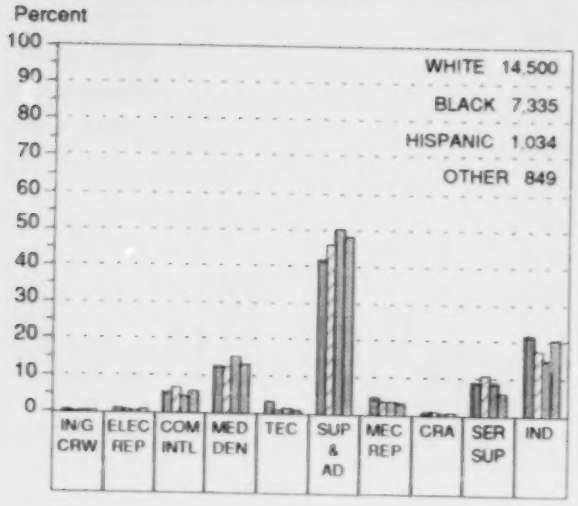
SELECTED RESERVE ENLISTED WOMEN BY OCCUPATION
RACE / ETHNIC GROUP DISTRIBUTION

ARMY NATIONAL GUARD



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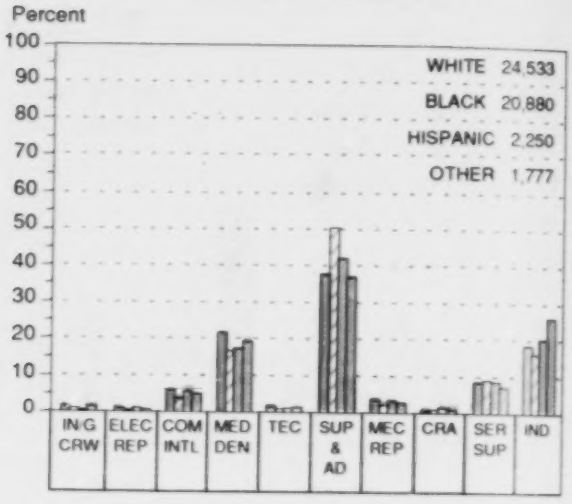

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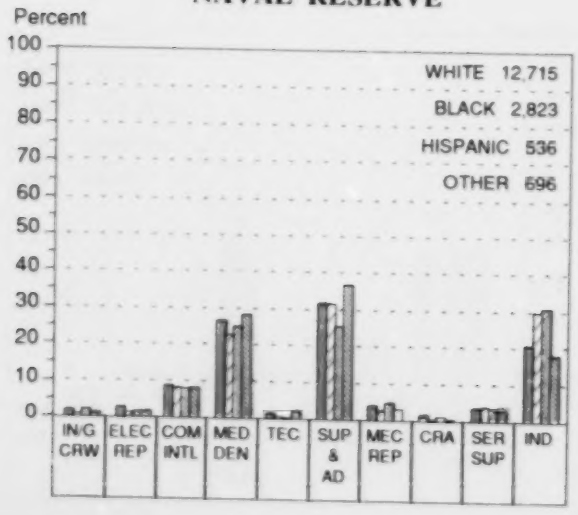

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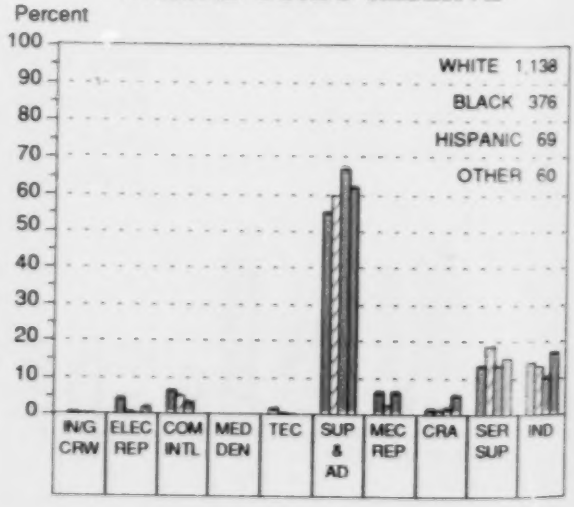

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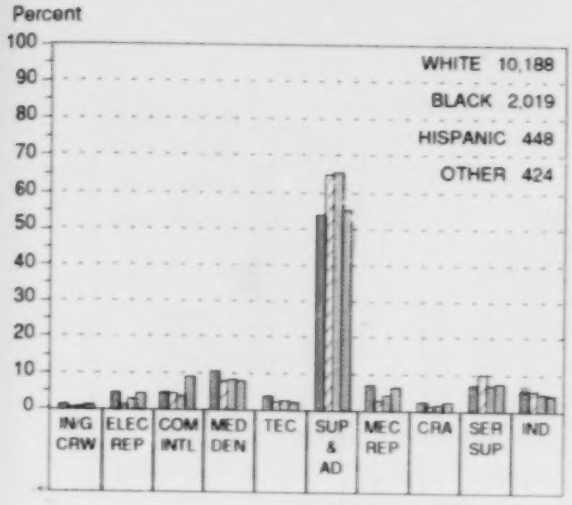
SELECTED RESERVE ENLISTED WOMEN BY OCCUPATION RACE / ETHNIC GROUP DISTRIBUTION

AIR FORCE NATIONAL GUARD



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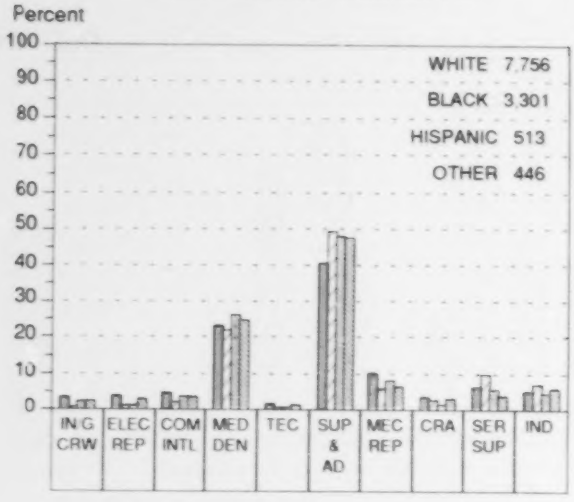

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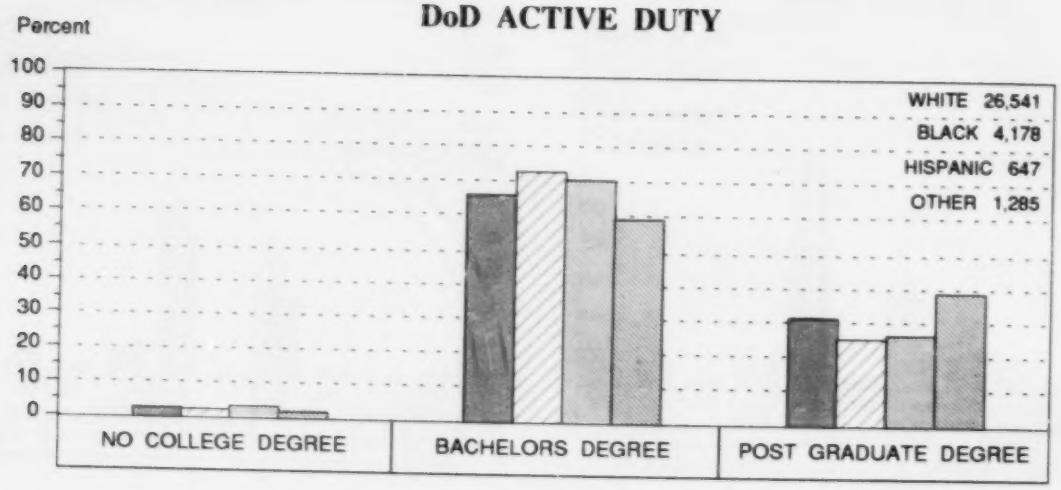
WOMEN OFFICER EDUCATION LEVELS
RACE / ETHNIC GROUP DISTRIBUTION
SEPTEMBER 1988

DoD ACTIVE DUTY



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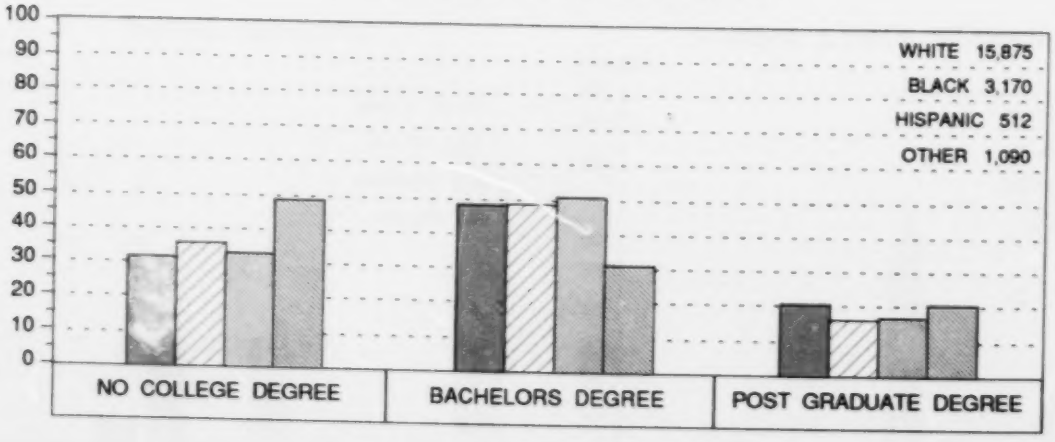

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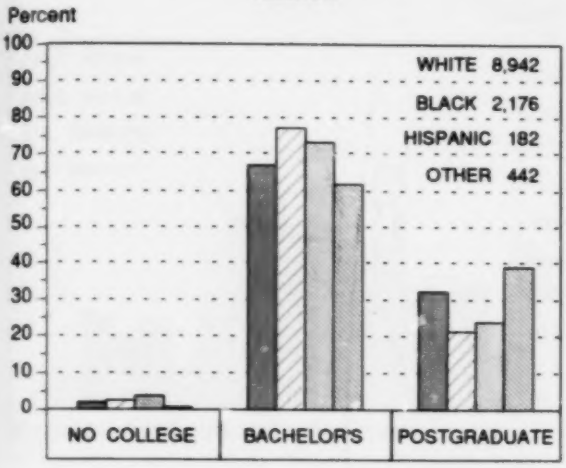
ACTIVE DUTY WOMEN OFFICER EDUCATION LEVELS
RACE / ETHNIC GROUP DISTRIBUTION

ARMY



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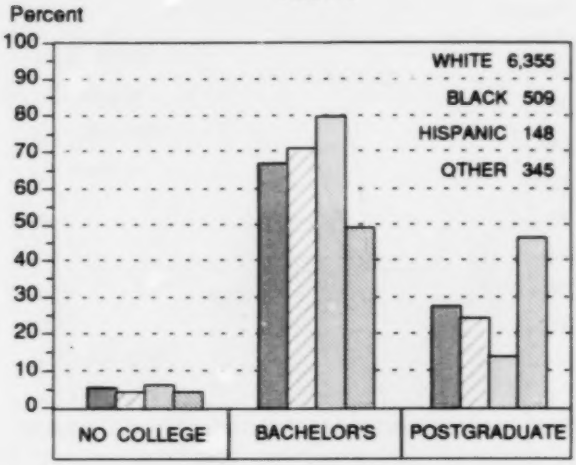

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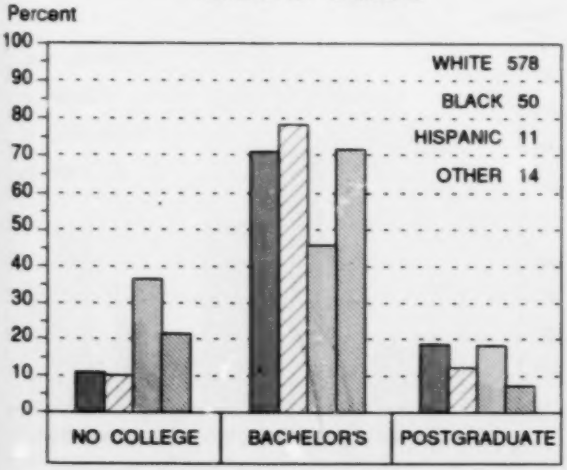

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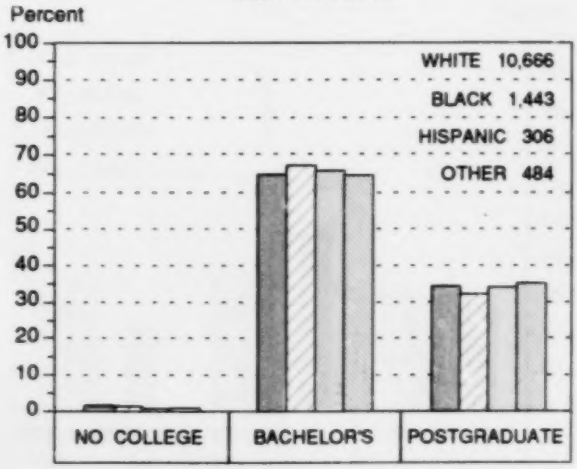

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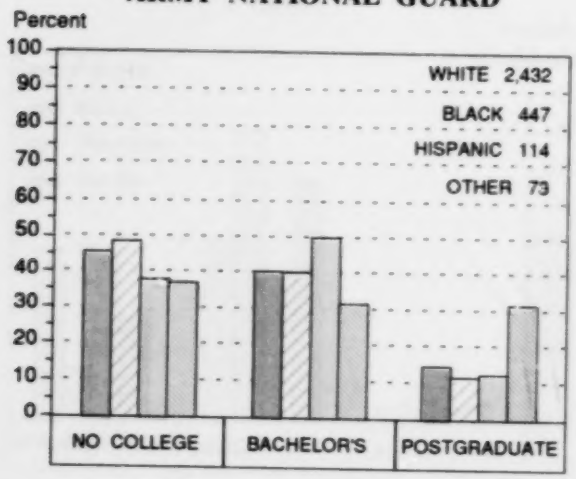
SELECTED RESERVE
WOMEN OFFICER EDUCATION LEVELS
RACE / ETHNIC GROUP DISTRIBUTION

ARMY NATIONAL GUARD



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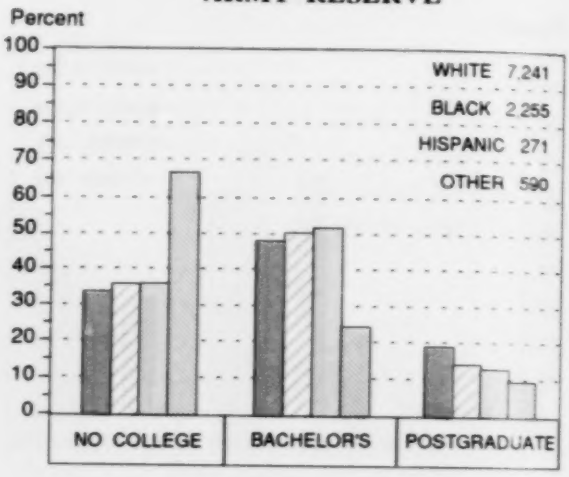

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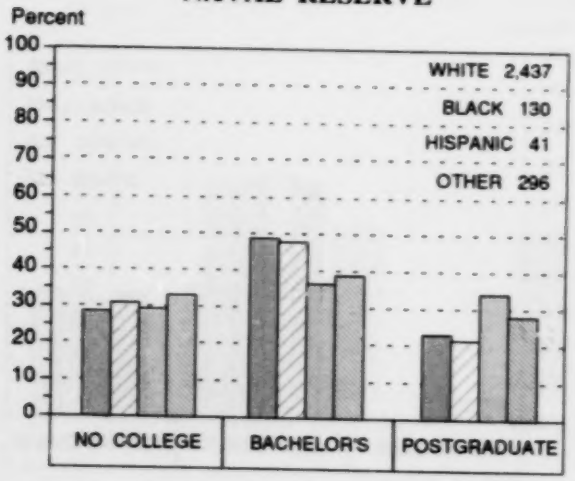

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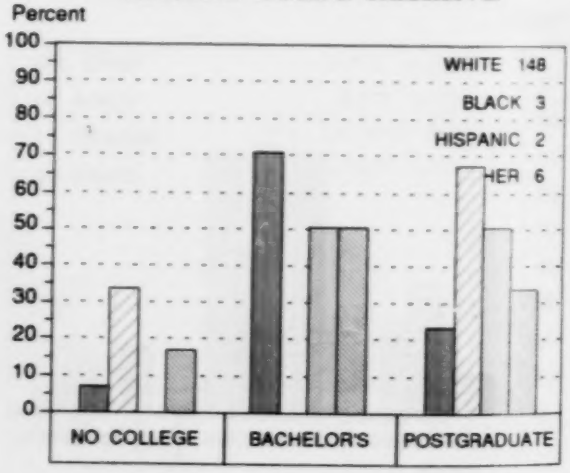

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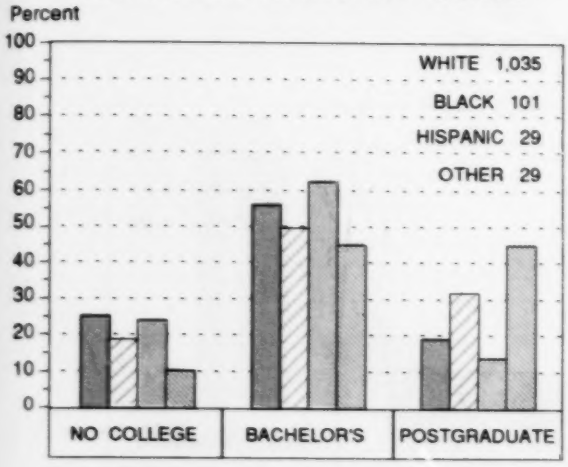
SELECTED RESERVE
WOMEN OFFICER EDUCATION LEVELS
RACE / ETHNIC GROUP DISTRIBUTION

AIR FORCE NATIONAL GUARD



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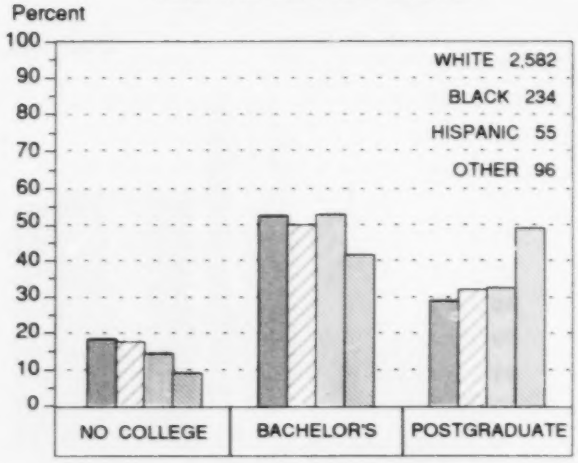

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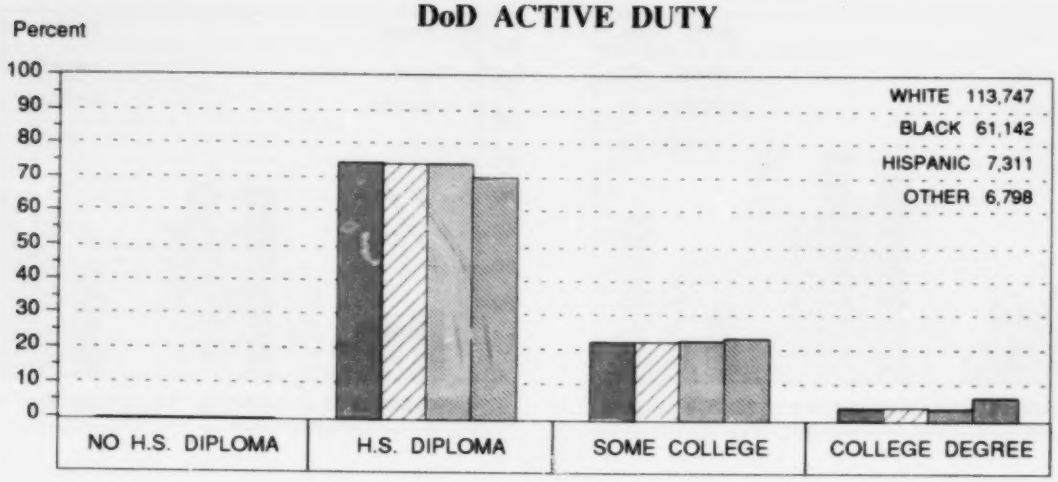
WOMEN ENLISTED EDUCATION LEVELS
RACE / ETHNIC GROUP DISTRIBUTION
SEPTEMBER 1988

DoD ACTIVE DUTY



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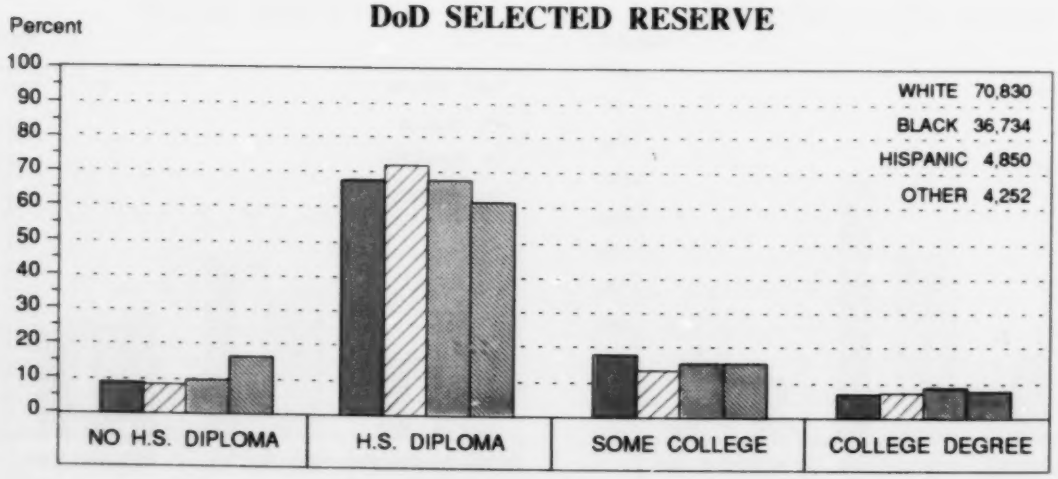

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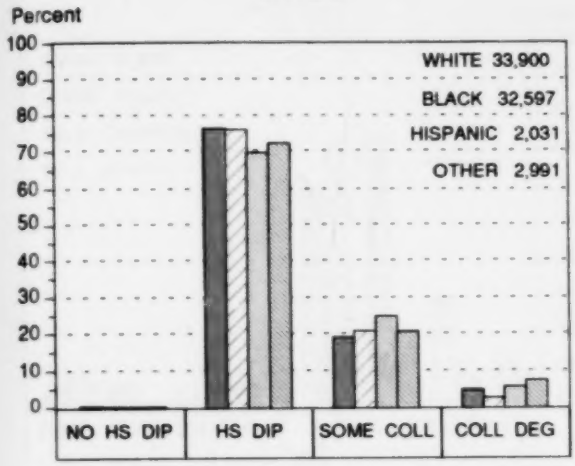
ACTIVE DUTY
WOMEN ENLISTED EDUCATION LEVELS
RACE / ETHNIC GROUP DISTRIBUTION

ARMY



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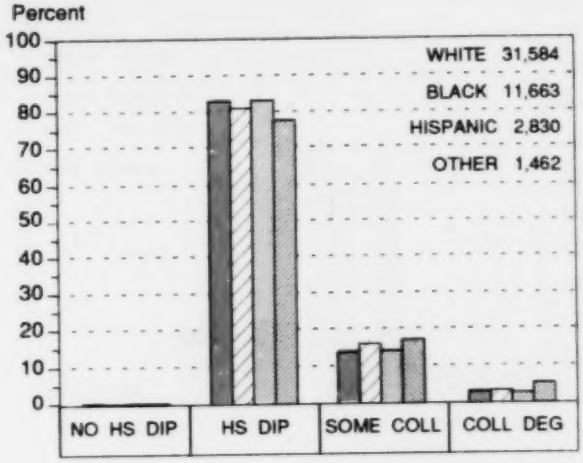

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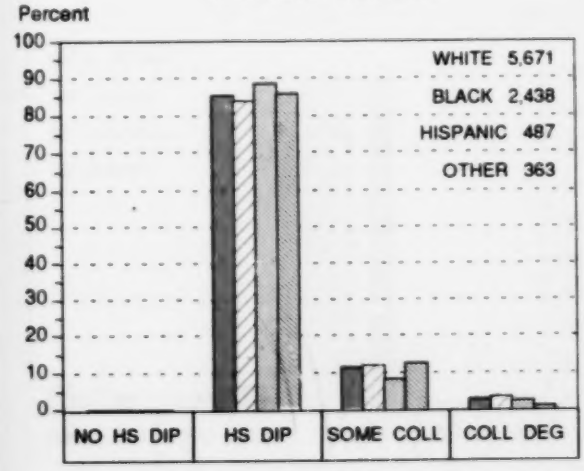

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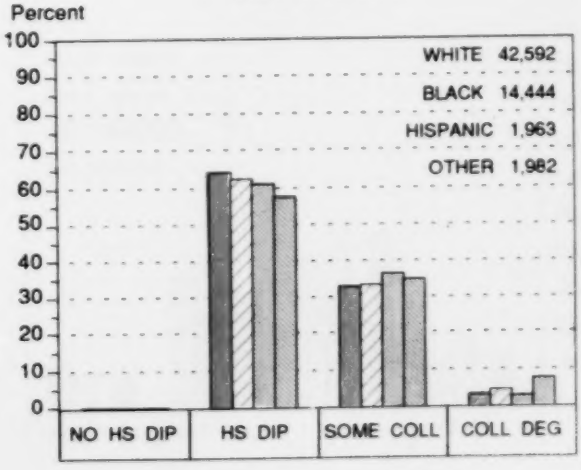

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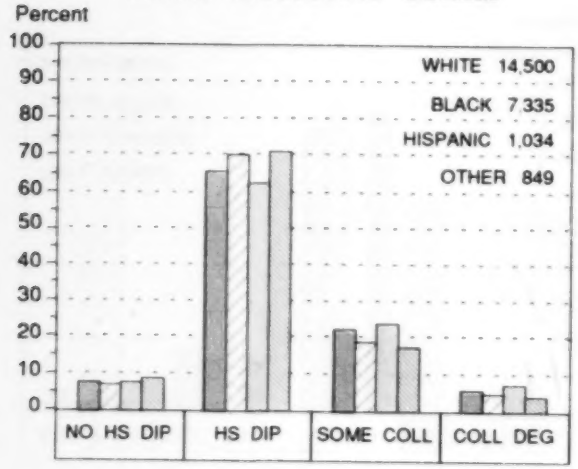
SELECTED RESERVE
WOMEN ENLISTED EDUCATION LEVELS
RACE / ETHNIC GROUP DISTRIBUTION

ARMY NATIONAL GUARD



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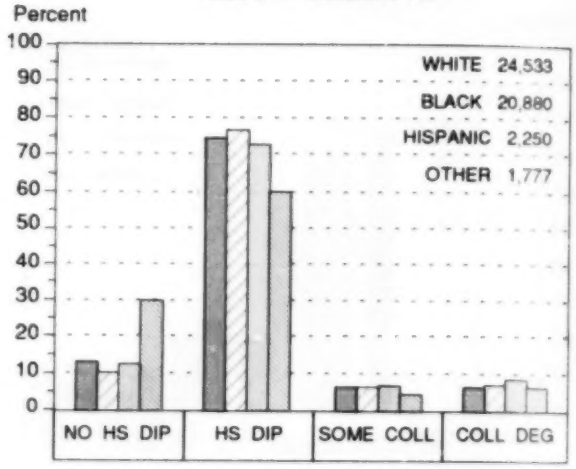

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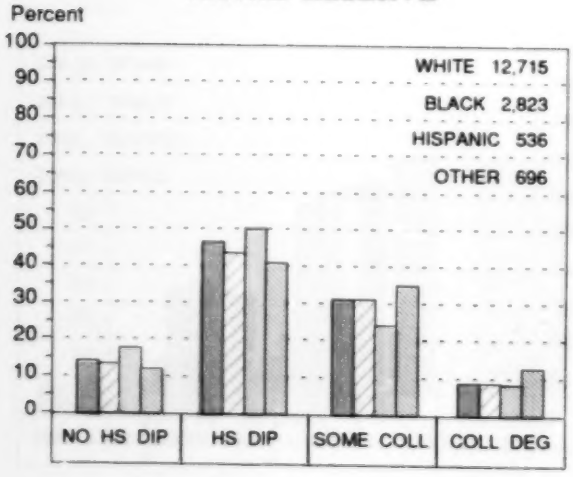

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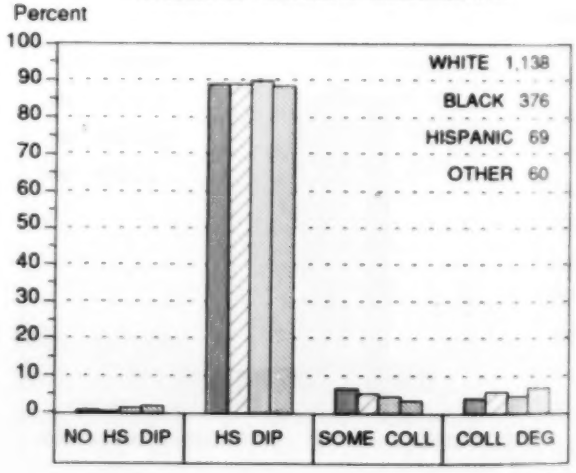

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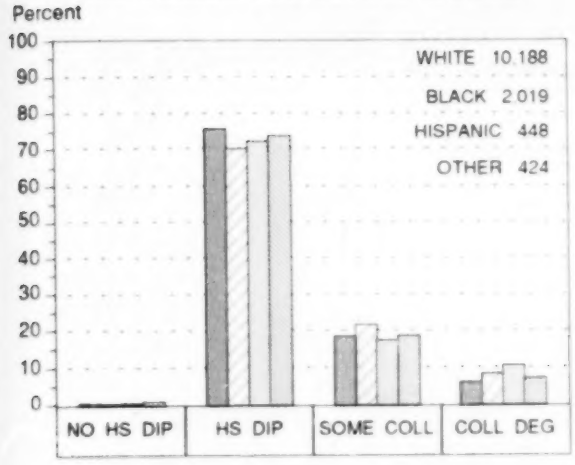
SELECTED RESERVE
WOMEN ENLISTED EDUCATION LEVELS
RACE / ETHNIC GROUP DISTRIBUTION

AIR FORCE NATIONAL GUARD



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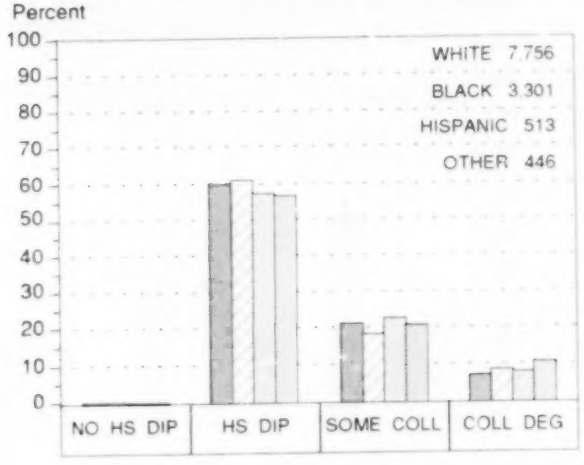

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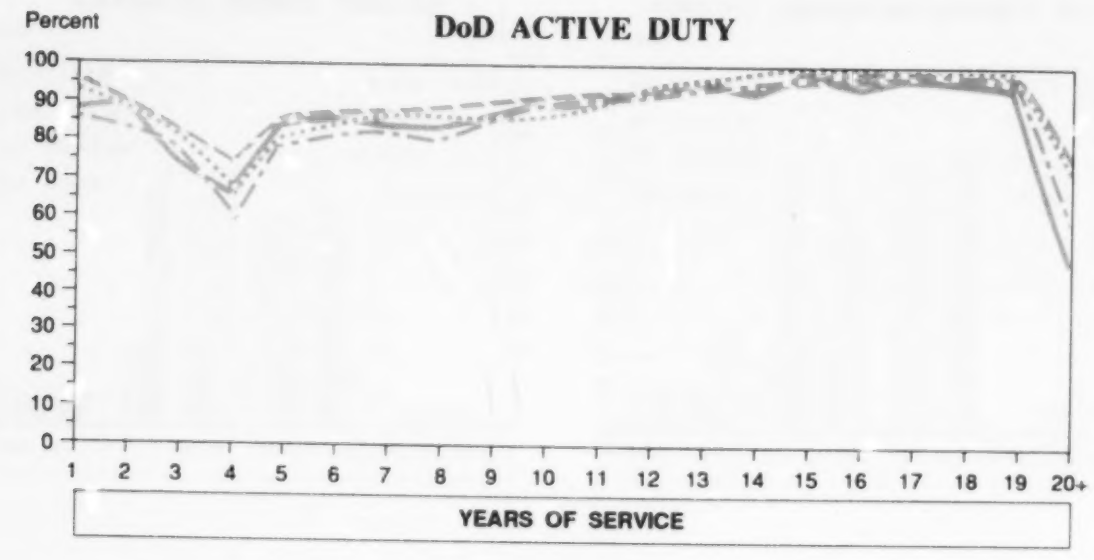
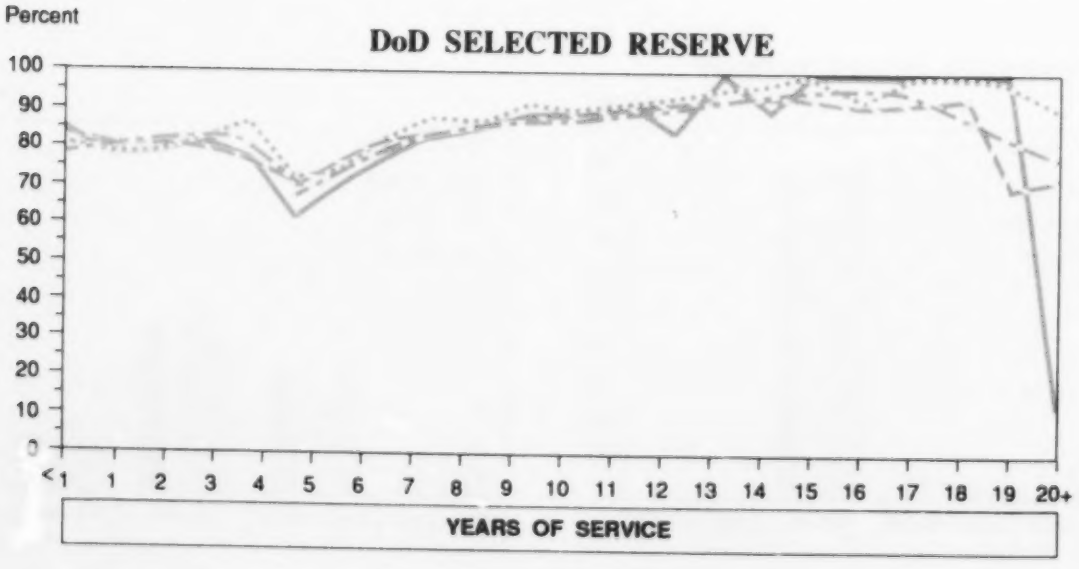
FISCAL YEAR 1988 ENLISTED CONTINUATION RATES BY YEARS OF SERVICE FOR WOMEN BY RACE / ETHNIC GROUP





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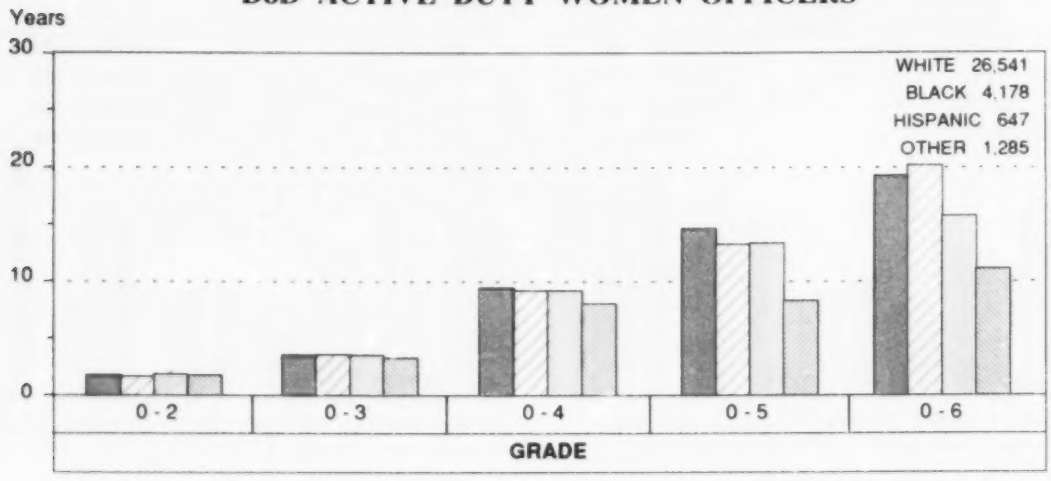
TIME IN SERVICE AT PROMOTION BY RACE / ETHNIC GROUP

DoD ACTIVE DUTY WOMEN OFFICERS



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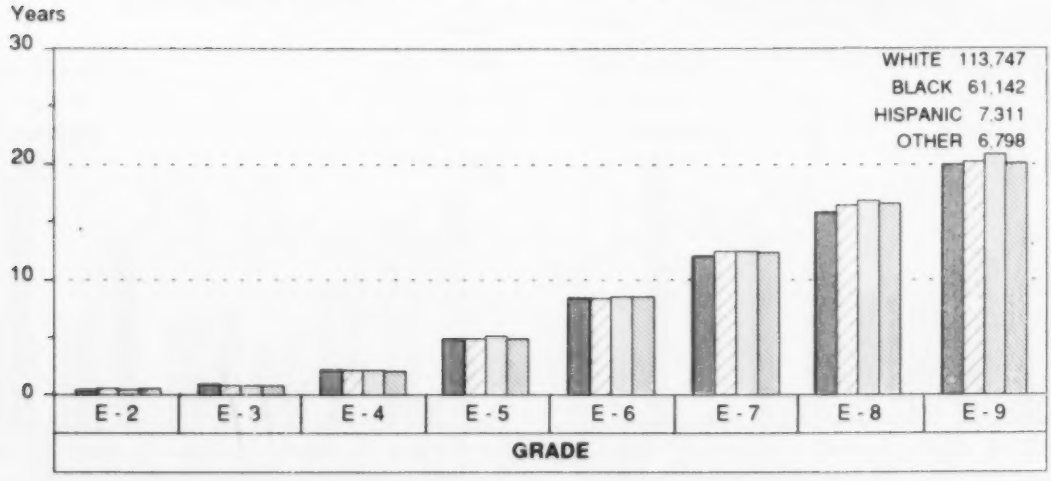
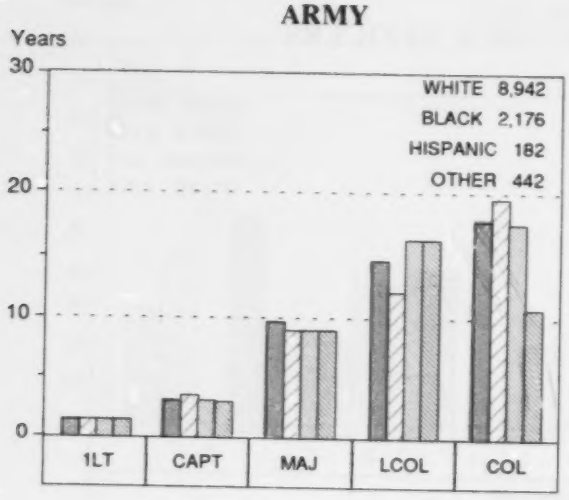


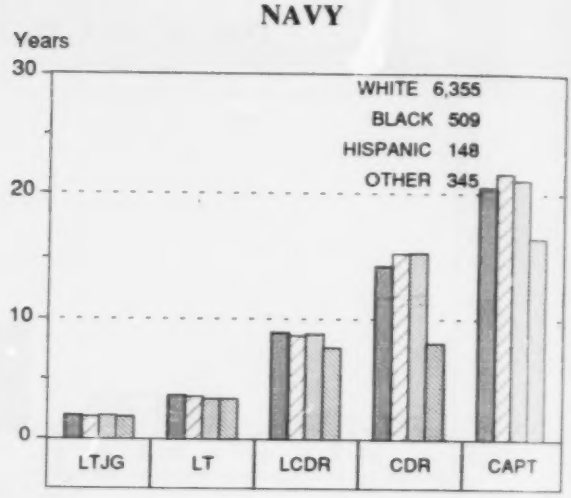
WHITE
BLACK
HISPANIC
OTHER

ACTIVE DUTY OFFICER WOMEN
TIME IN SERVICE (TIS) AT PROMOTION
BY RACE / ETHNIC GROUP

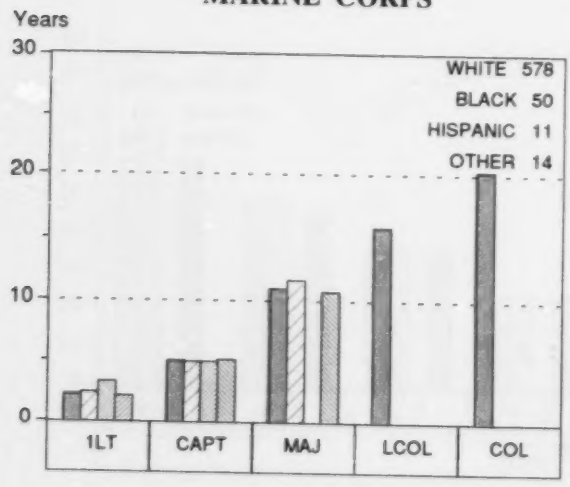
ARMY



NAVY



MARINE CORPS



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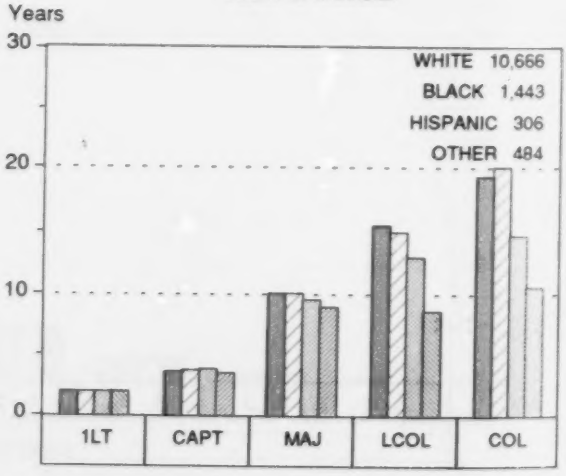
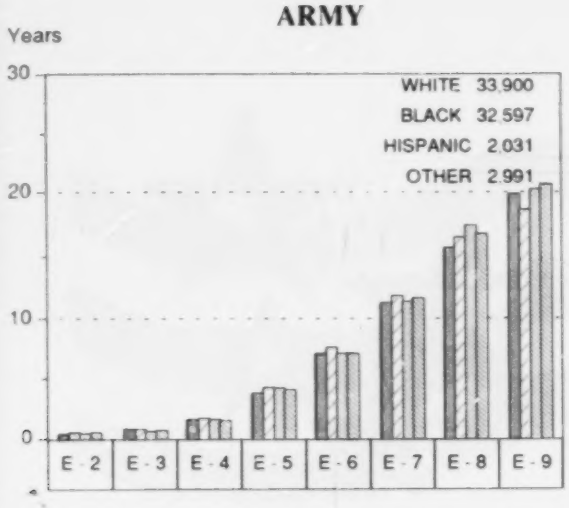


WHITE
BLACK
HISPANIC
OTHER

ACTIVE DUTY ENLISTED WOMEN
TIME IN SERVICE (TIS) AT PROMOTION
BY RACE / ETHNIC GROUP

ARMY



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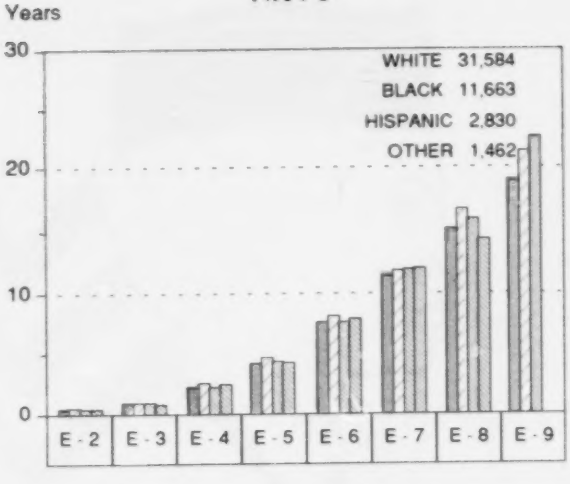

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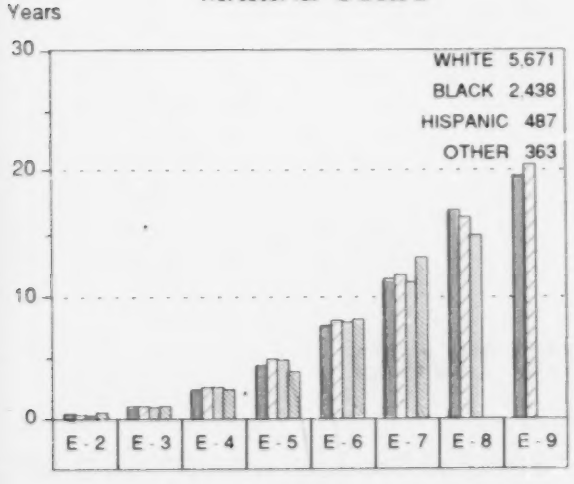

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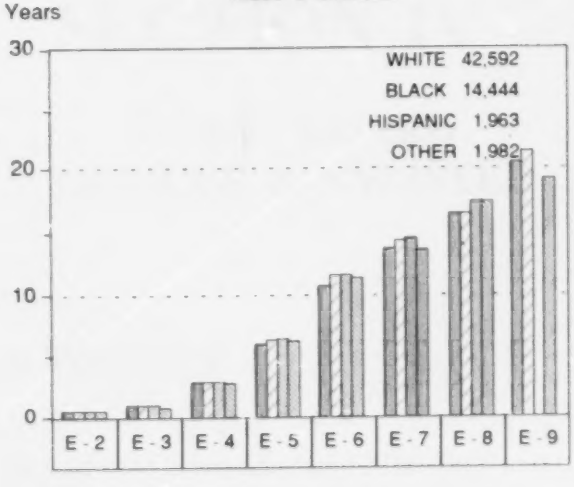

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OTHER

SECTION IV

COAST GUARD OFFICER & ENLISTED

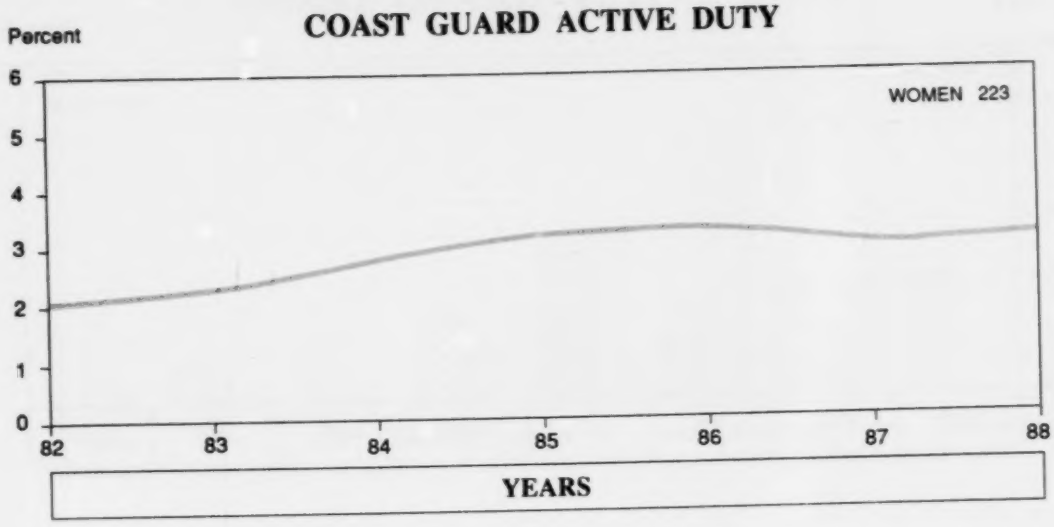
COAST GUARD WOMEN

The Coast Guard is organized under the epartment of Transportation, but in time of r, or when the President directs, it becomes rt of the Navy. In 1973 the Coast Guard Wom-'s Reserve was dissolved and women entered regular force. Today there are no restrictions the assignment of Coast Guard women. They may serve in every occupation and assignment, including command of Coast Guard vessels.

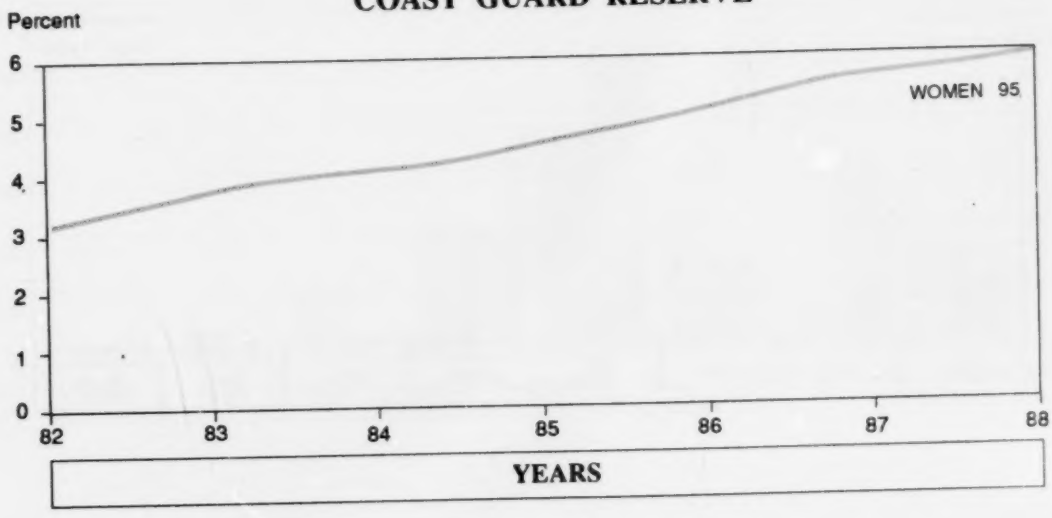
The following charts provide an overview of the current status of Coast Guard officer and enlisted women in both the Active Force and Selected Reserve.

WOMEN OFFICER PERSONNEL AS A PERCENT OF TOTAL OFFICER STRENGTH

COAST GUARD ACTIVE DUTY

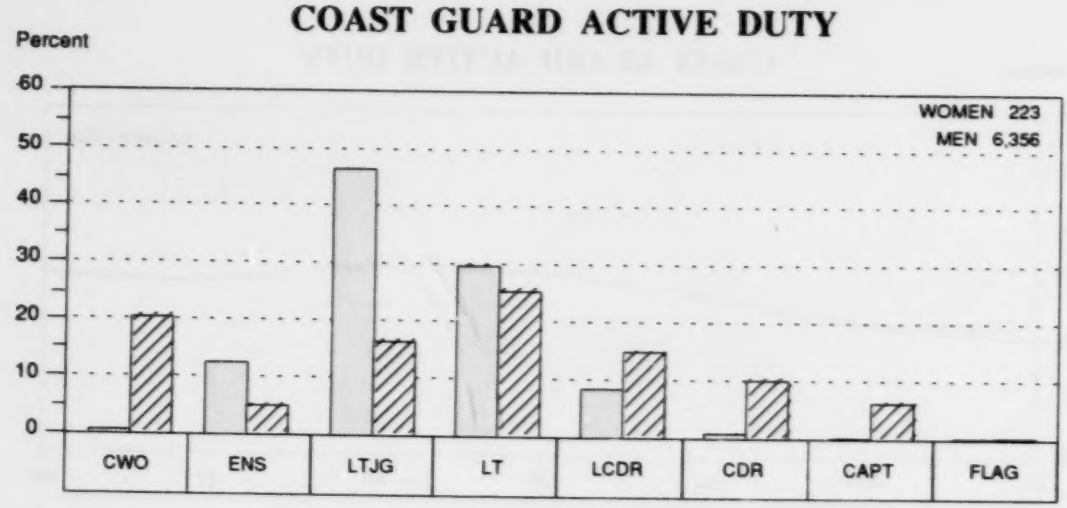


COAST GUARD RESERVE

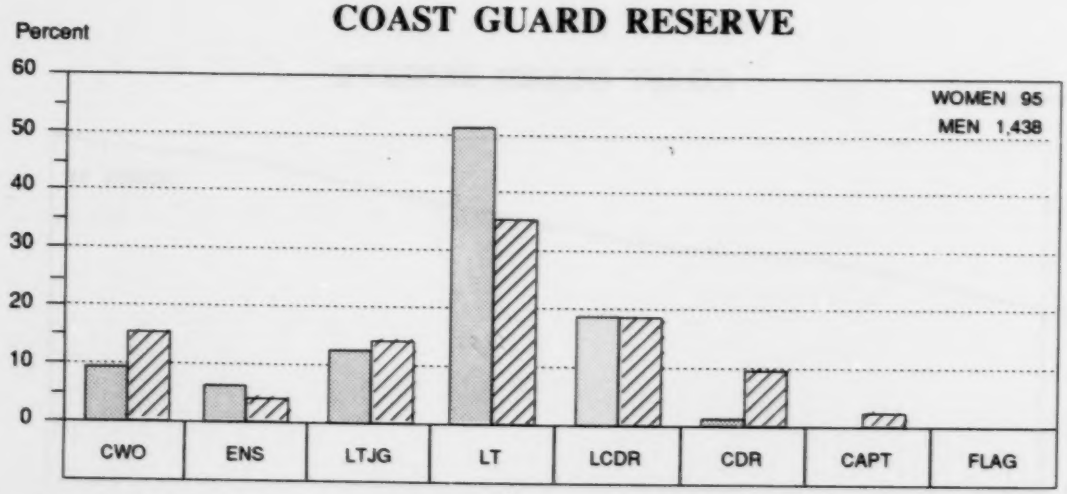


OFFICER DISTRIBUTION BY GRADE

COAST GUARD ACTIVE DUTY



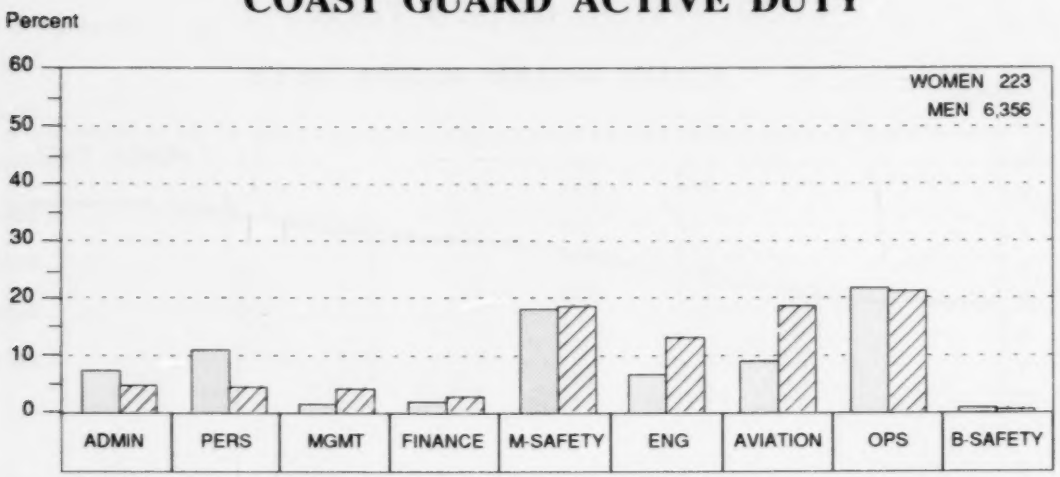
COAST GUARD RESERVE



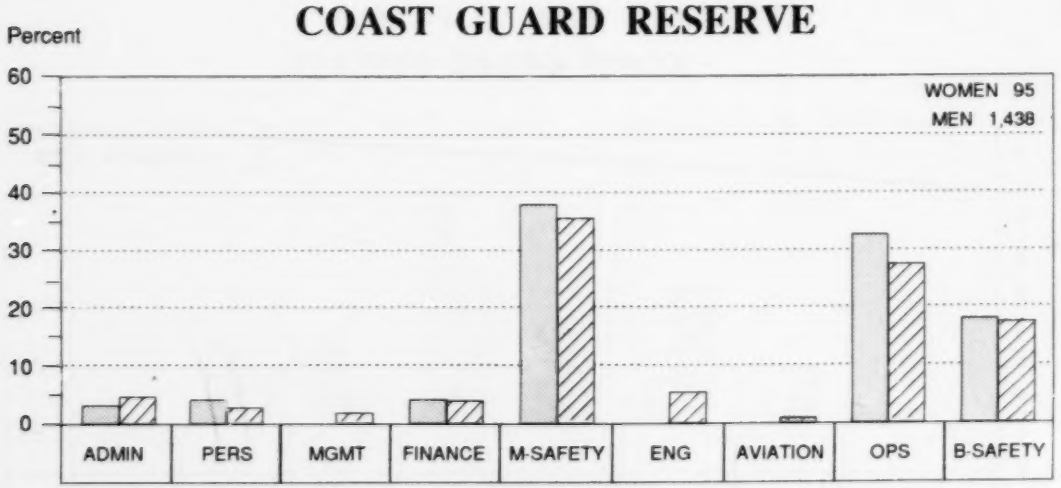
WOMEN
MEN

OFFICER DISTRIBUTION BY OCCUPATION

COAST GUARD ACTIVE DUTY



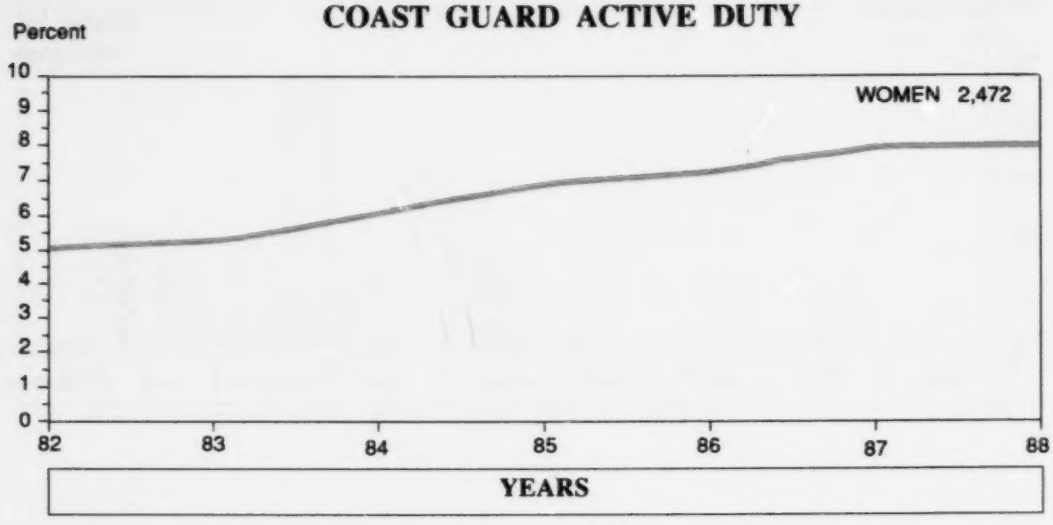
COAST GUARD RESERVE



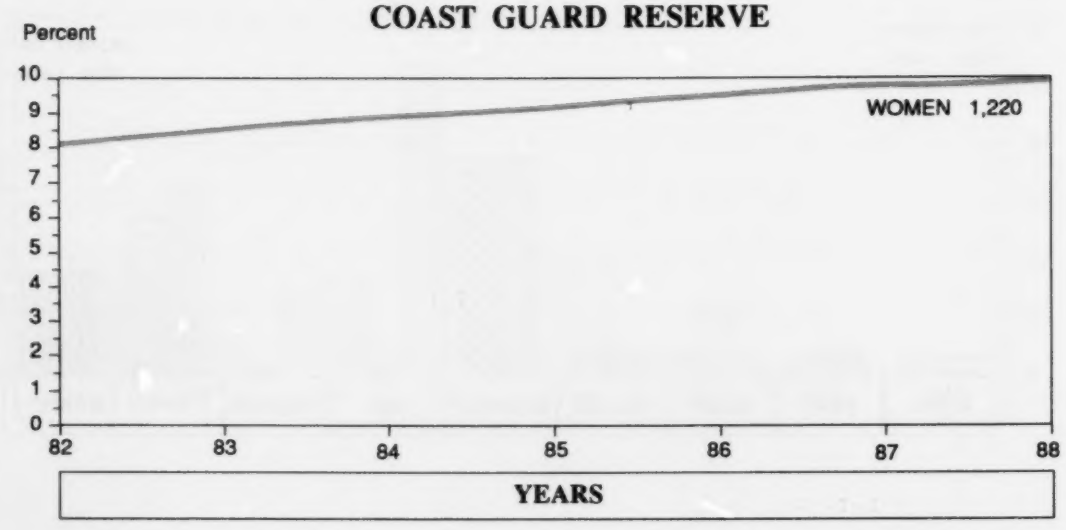
WOMEN
MEN

WOMEN ENLISTED PERSONNEL AS A PERCENT OF TOTAL OFFICER STRENGTH

COAST GUARD ACTIVE DUTY

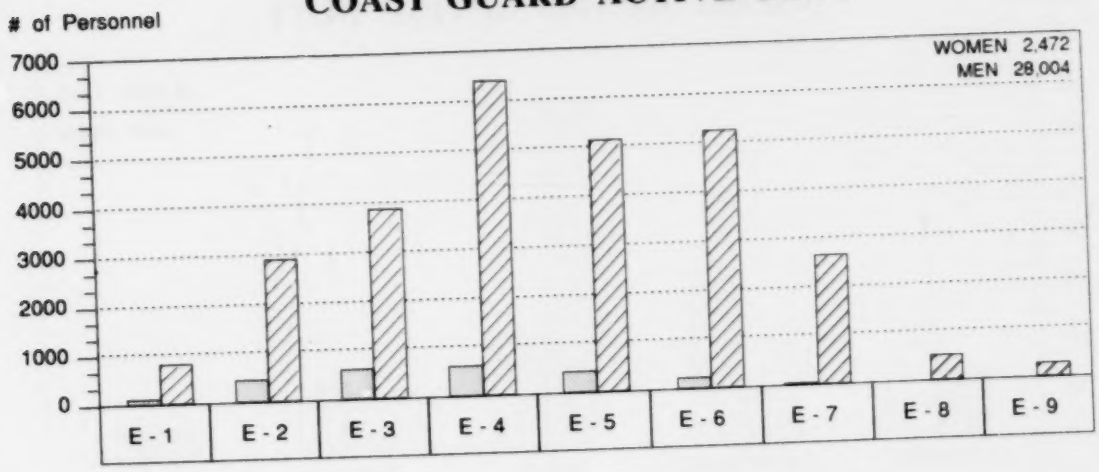


COAST GUARD RESERVE

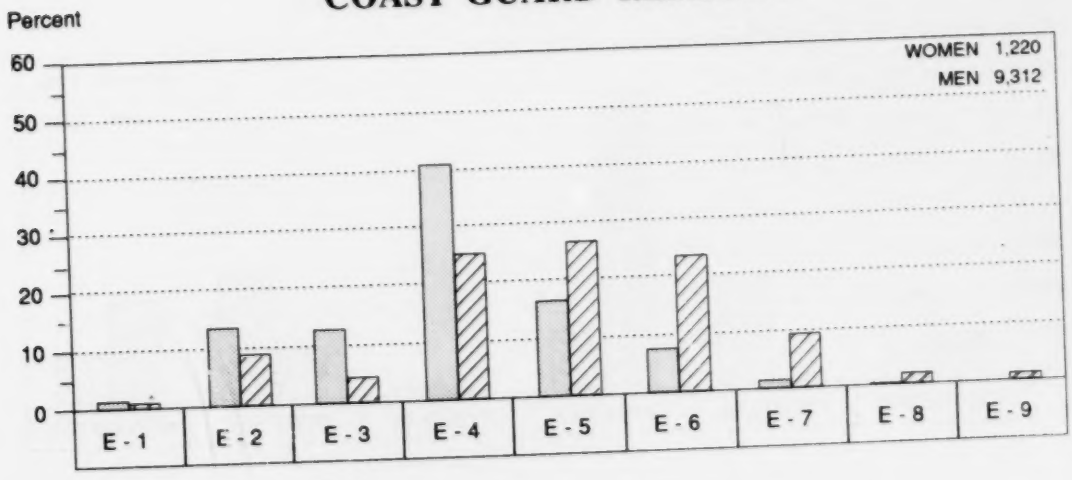


COAST GUARD ENLISTED DISTRIBUTION BY GRADE

COAST GUARD ACTIVE DUTY



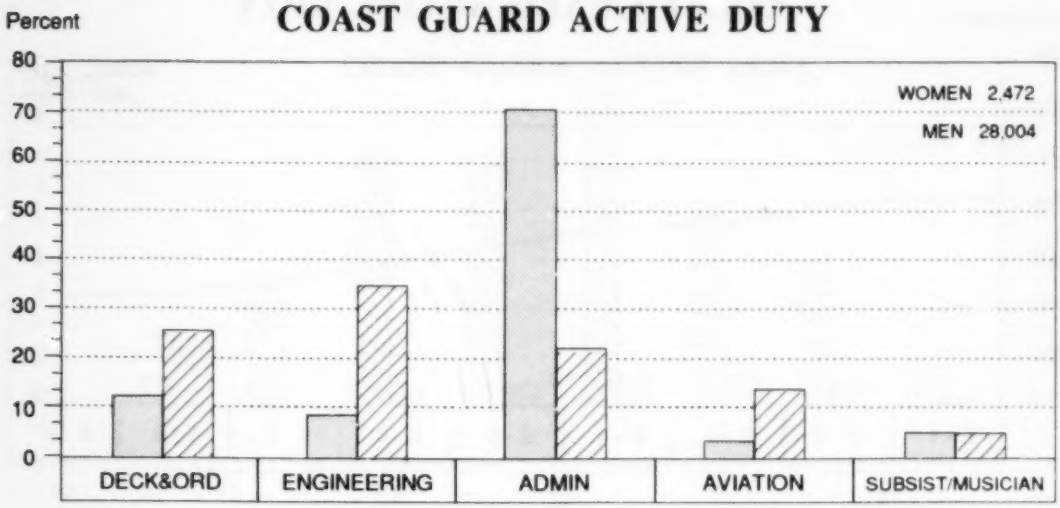
COAST GUARD RESERVE



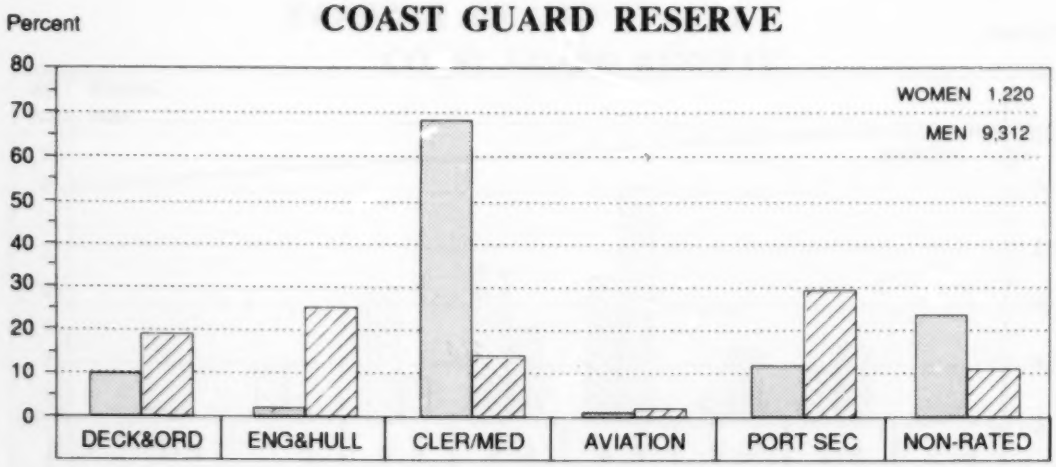
WOMEN
MEN

ENLISTED DISTRIBUTION BY OCCUPATION

COAST GUARD ACTIVE DUTY



COAST GUARD RESERVE



WOMEN
MEN

DEPARTMENT OF DEFENSE
UNITED STATES OF AMERICA